

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

## 2025

ANNUAL REPORT  
TO THE GENERAL ASSEMBLY



SOUTH CAROLINA  
HUMAN AFFAIRS COMMISSION

FEBRUARY 1, 2025



# **South Carolina Human Affairs Commission**

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## **South Carolina Human Affairs Board of Commissioners**

James T. McLawhorn, Jr., Chairman

Sharon L. Sellers, Vice Chair

Mary A. Amonitti

Stephen E. Hall

Leon Winn

## Memorandum

To: The Honorable Henry McMaster  
Governor of South Carolina

The Honorable Thomas C. Alexander  
President of the Senate

The Honorable G. Murrell Smith, Jr  
Speaker of the House

From: *Marvin Caldwell*  
Marvin Caldwell, Jr, Interim Commissioner  
South Carolina Human Affairs Commission

Re: "Status of State Agencies' Affirmative Action Plans"

Date: February 1, 2025

In accordance with Section 1-13-110 of the South Carolina Code of Laws of 1976, as amended, the Human Affairs Commission or (SCHAC) "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 the 2025 Report to the General Assembly, which examines the progress the state government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

As the largest employer in the state, our government should take the lead in fostering an equitable, and fair workplace.

The Human Affairs Commission collaborates with state agencies to promote "equal employment opportunity" through Affirmative Action Plans and Programs. These initiatives adhere to the standards established by the courts and safeguard the rights of all employees. These standards also serve as a benchmark for evaluating the state government's efforts to become a model employer. The ultimate goal is to achieve equal employment opportunity, eliminating the need for affirmative action plans in the future..

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

Copy: Legislative Printing and Information Technology Resources

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Introduction

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# SECTION I



## Introduction

This report covers the period of October 1, 2023, through September 30, 2024, and is based primarily on the employment data collected by the Human Affairs Commission (SCHAC) from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts, as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

Many people perceive affirmative action programs to be synonymous with quotas and preference programs for minorities and women. It is important to understand that in the 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 management tool used by employers to achieve equal employment opportunity. Statistical analysis and corrective steps help employers 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 met only the paper compliance obligations under the SC Human Affairs Law and has failed to voluntarily implement an effective program.

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

An AAP and program will not immunize an agency against charges of discrimination. Even the best-written AAP can still make an agency susceptible to discrimination charges. 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 with 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 races and 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 and 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. Availability analysis is based on both internal and external employment data. The most important point to remember about this analysis is that it is an estimate of the **qualified** labor pool, not just the general population or civilian labor force. It serves as a useful benchmark against which the agency workforce can be compared in order to determine underutilization.

## **Determining Underutilization**

A comparison is made between the current workforce (Job Groups) and the available workforce. When the percentage of women or minorities employed in a particular job group is less than what reasonably would 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 45-50 for more detailed explanations of the guidelines used for this report.



### **Agencies with Approved Affirmative Action Plans**

The agencies listed below have developed Affirmative Action Plans in accordance with Section 1-13-110 of the South Carolina Code of Laws of 1997, as amended. Agencies with asterisks were given exemptions.

Accident Fund, State  
Adjutant General's Office  
Administration, Department of  
Aging, Department on  
Agriculture, Department of  
Aiken Technical College  
Alcohol and Other Drug Abuse Services  
Archives and History, Department of  
Arts Commission  
Attorney General, South Carolina Office of the  
Auditor, Office of the State  
Blind, Commission for the  
Central Carolina Technical College  
Children's Advocacy, Department of  
Citadel, The  
Clemson University  
Coastal Carolina University  
College of Charleston  
Commerce, Department of  
Comptroller General, Office of the  
Consumer Affairs, Department of  
Corrections, Department of  
Criminal Justice Academy  
Deaf and Blind, School for the  
Denmark Technical College  
Disabilities & Special Needs, Department of  
Education, Department of  
Education Lottery, South Carolina

Educational Television Commission  
Election Commission, State  
Environmental Control, Department of  
Employment and Workforce, Department of  
Ethics Commission  
Financial Institutions, SC Board of  
Fiscal Accountability Authority, State  
Florence-Darlington Technical College  
Forestry Commission  
Francis Marion University  
Governor's School for Agriculture at John de la Howe  
Governor's School for Science & Mathematics  
Governor's School for the Arts & Humanities  
Greenville Technical College  
Health and Human Services, Department of  
Higher Education, Commission on  
Horry-Georgetown Technical College  
Housing, Finance and Development  
Indigent Defense, Commission on  
Insurance, Department of  
Juvenile Justice, Department of  
Labor, Licensing and Regulation, Department of  
Lander University  
Law Enforcement Division, State  
Library, South Carolina State  
Medical University Hospital Authority  
Medical University of South Carolina  
Mental Health, Department of

Midlands Technical College  
Minority Affairs, Commission on  
Motor Vehicles, Department of  
Museum Commission  
Natural Resources, Department of Northeastern  
Technical College Orangeburg-Calhoun  
Technical College Parks, Recreation & Tourism,  
Department of Patriot's Point Authority  
Piedmont Technical College Ports  
Authority, South Carolina  
Probation, Parole and Pardon Services, Department of  
Public Employee Benefit Authority  
Public Health, Department  
Public Safety, Department of  
Public Service Commission  
Regulatory Staff, Office of  
Retirement System Investment Commission  
Revenue, Department of  
Revenue and Fiscal Affairs Office  
Santee Cooper  
Sea Grant Consortium  
Secretary of State's Office, South Carolina  
Social Services, Department of  
South Carolina State University  
Spartanburg Community College  
Technical and Comprehensive Education, St. Board for  
Technical College of the Lowcountry

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

### **Agencies Exempt from Affirmative Action Plan Requirements**

None at this time

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Report Summary

Report Highlights

Pay Bands Table and Chart

# SECTION II



## Report Summary

This report includes employment data by race, gender, and level of employment for 96 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC but should have non-discrimination policies and procedures in place.

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

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

This report includes all information regarding each state agency's progress in meeting goals meant to achieve an equal opportunity environment as required by State Proviso 117.13. This Proviso requires all agencies to send current employment data to SCHAC for analysis. The results are included in Section VI.

On the bottom of each agency's chart in Section VI is a percentage of the overall goal achievement for the reporting period. Two previous years are included for comparison purposes. Of the 96 agencies participating in the affirmative action plan process, 92 (96 percent) achieved at least a level of 70 percent of their goal attainment, which includes four agencies reaching 100 percent. In addition, 55 agencies showed an increase in their goal achievement—14 of these increased their achievement by 5 percent or more, and 4 increased it by more than 10 percent.

State government employees during the period: 74,248 (including colleges and universities).

We have listed what SCHAC refers to as the **State Government's Top Ten** list. The Top Ten had the highest goal attainment for this reporting period. It includes four agencies that achieved 100 percent of their goals: Indigent Defense, State Library, and SC Secretary of State's Office Sea Grant Consortium. However, it is important to note that reorganizations and other factors can sometimes impact goal attainment. We have also included agencies that failed to achieve at least 70 percent of their goals during this reporting period. (See Section 4 for the full rankings).

In this year's report, the number of full-time equivalent (FTE) employees in the State Government increased. The percentage of male FTE representation also decreased, while the percentage of female FTE representation increased during the reporting period.

Data on representation by race and gender is based on employees participating in the affirmative action plan process on January 1, 2024. At that time, 74,248 people were employed by the state government in FTE positions. Of those, 38.38 percent were males, 61.53 percent were females, and 0.08 percent were others. Approximately 27.63 percent were White Males, 34.99 percent were White Females, 8.30 percent were Black Males, 23.15 percent were Black Females, and 5.93 percent were individuals who did not fit into one of these four categories. During this reporting period, the Department of Environment and Health Services was restructured into two distinct agencies: the Department of Environmental Services and the Department of Public Health Services. Also, the Commission of Minority Affairs was newly added to this year's reporting process.

Aggregate salary data by EEO Category is based on January 1, 2024, data from SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Report Highlights

- This report is generated using employment data collected from participating agencies with support from the Department of Administration. This data is entered into our Computerized Affirmative Action Management System, CAAMS, which compares to the 2018 Census data of individuals available in the workforce by EEO categories. Availability is adjusted to allow for statistical variation, and reports are returned to the Agencies for further review. After the data has been reviewed and accepted, CAAMS generates reports and Affirmative Action Plans for each agency.
- During the previous reporting period, October 2022 to September 2023, approximately 70,610 FTEs were employed by the state government. In this current reporting period, October 2023 to September 2024, approximately 74,248 FTEs are employed by the state government, indicating an increase of 3,638 in the total workforce.
- During this reporting period, the Department of Environment and Health Services was restructured into two distinct agencies: the Department of Environmental Services and the Department of Public Health Services. Also, the Commission of Minority Affairs was newly added to this year's reporting process.
- The report on the composition of the State Government's Workforce by Race and Gender shows a slight change in the percentage of the total workforce. White males decreased by (.53 percent), Black males increased by (.18 percent), White females decreased by (.54 percent), and Black females increased by (.8 percent). All other FTEs are grouped into the "Other" designation, which increased by (.28 percent).
- State government had (24) agencies achieving over 90 percent of their goals, with four (4) agencies achieving 100 percent of their goals: Indigent Defense, SC Secretary of State's Office, State Library, and Sea Grant Consortium.
- Fourteen agencies increased their goal attainment by more than five percent: Department on Aging, Department of Commerce, Consumer Affairs, Department of Employment and Workforce, State Fiscal Accountability Authority, Forestry Commission, Governor's School for Arts and Humanities, Department of Natural Resources, Department of Transportation, State Treasurer's Office, Greenville Technical College, Technical College of the Lowcountry, Northeastern Technical College, and Piedmont Technical College.
- Four (4) agencies increased their goal attainment by more than ten (10) percent from the previous year: Commission on Higher Education, Department of Public Safety, SC Retirement System Investment Commission, and Revenue & Fiscal Affairs Office.
- Four (4) agencies did not achieve the benchmark of at least 70 percent of their goals: Forestry Commission, Department of Natural Resources, Lander University, and Governor's School for Sciences & Math.



## State of South Carolina Pay Bands

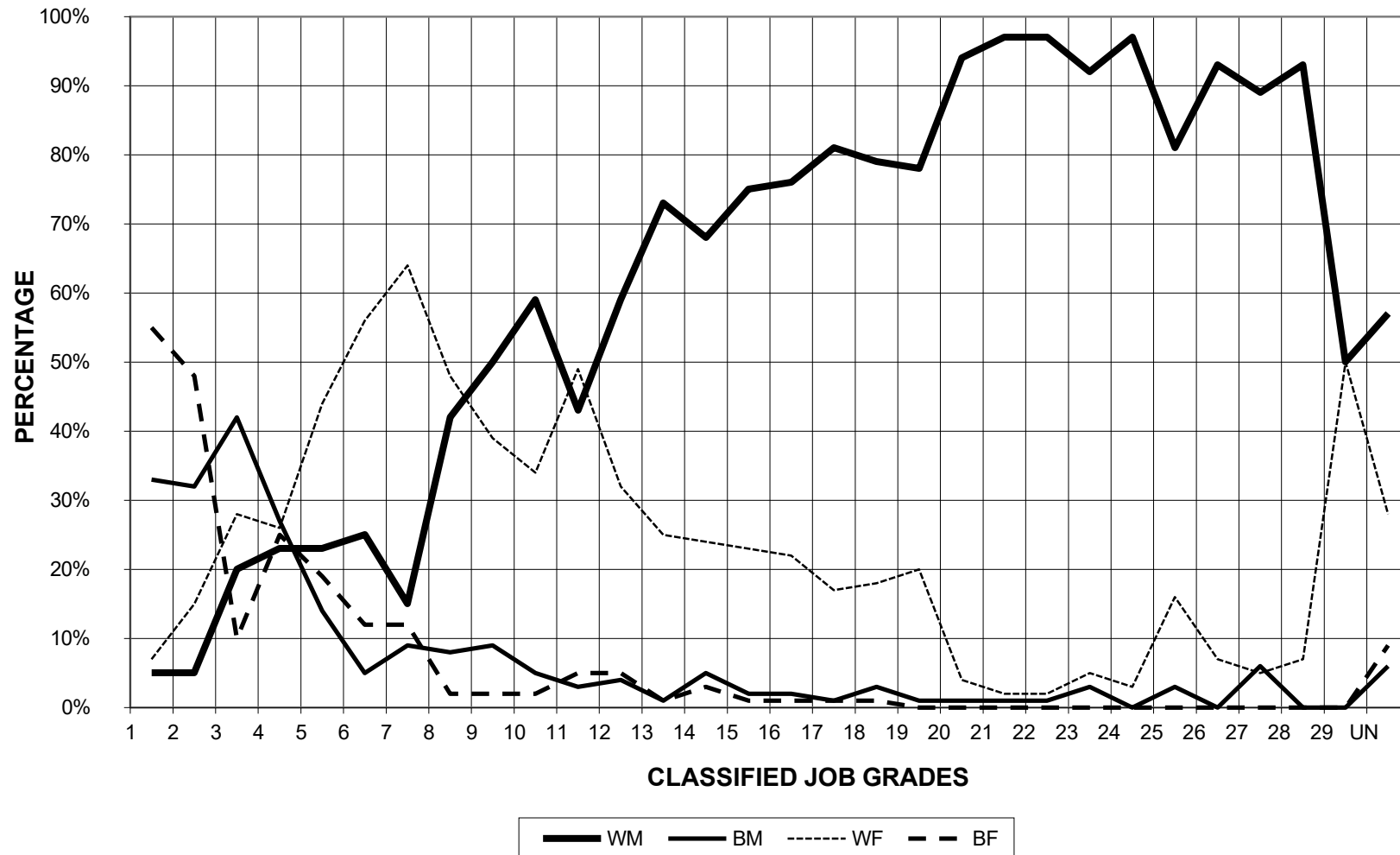
SOURCE: SOUTH CAROLINA DEPARTMENT OF ADMINISTRATION (2024)

| <b><u>Band</u></b> | <b><u>Minimum</u></b> | <b><u>Midpoint</u></b> | <b><u>Maximum</u></b> |
|--------------------|-----------------------|------------------------|-----------------------|
| 01                 | \$15,080.00           | \$25,214.00            | \$34,765.00           |
| 02                 | \$23,253.00           | \$33,139.00            | \$43,026.00           |
| 03                 | \$27,510.00           | \$39,207.00            | \$50,905.00           |
| 04                 | \$32,686.00           | \$46,578.00            | \$60,471.00           |
| 05                 | \$38,985.00           | \$55,559.00            | \$72,134.00           |
| 06                 | \$46,655.00           | \$66,488.00            | \$86,321.00           |
| 07                 | \$56,210.00           | \$80,105.00            | \$104,000.00          |
| 08                 | \$68,397.00           | \$97,472.00            | \$126,547.00          |
| 09                 | \$83,219.00           | \$118,596.00           | \$153,973.00          |
| 10                 | \$101,258.00          | \$144,299.00           | \$187,341.00          |

# 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



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Bar Graphs : Representation  
by Gender and Race

Pie Charts : South Carolina  
State EEO Categories and  
Salaries

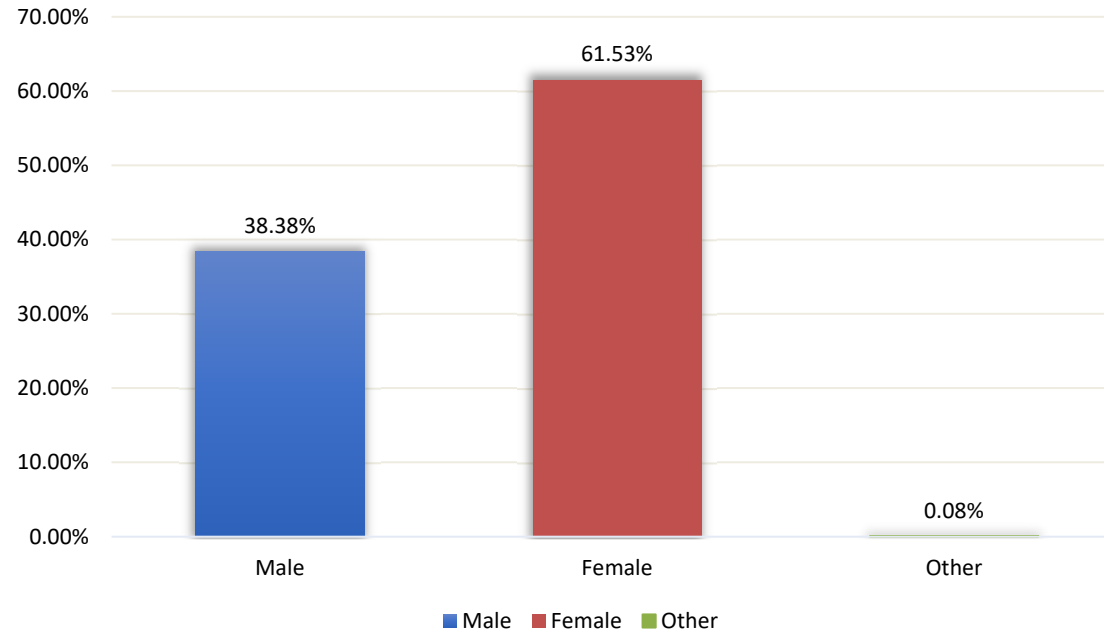
# SECTION III



# Representation by Gender

## State Government Workforce

**Percent Composition of State Government Workforce by Gender as of January 1, 2024**



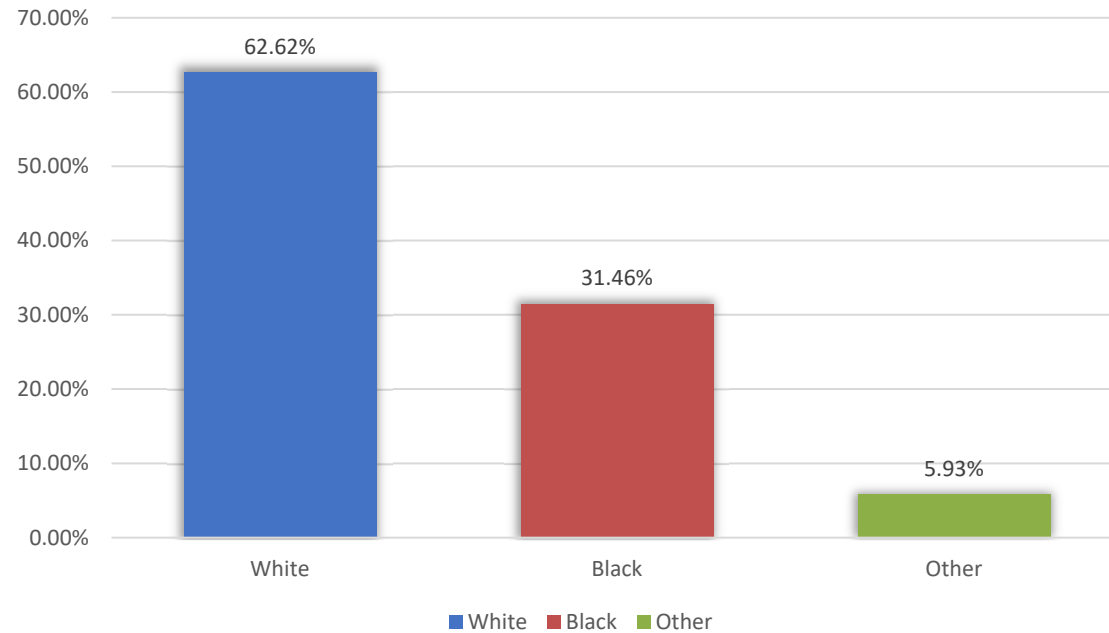
**Percentages may not sum to 100% due to rounding.**

**Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.**

# Representation by Race

## State Government Workforce

**Percent Composition of State Government Workforce by Race as of January 1, 2024**

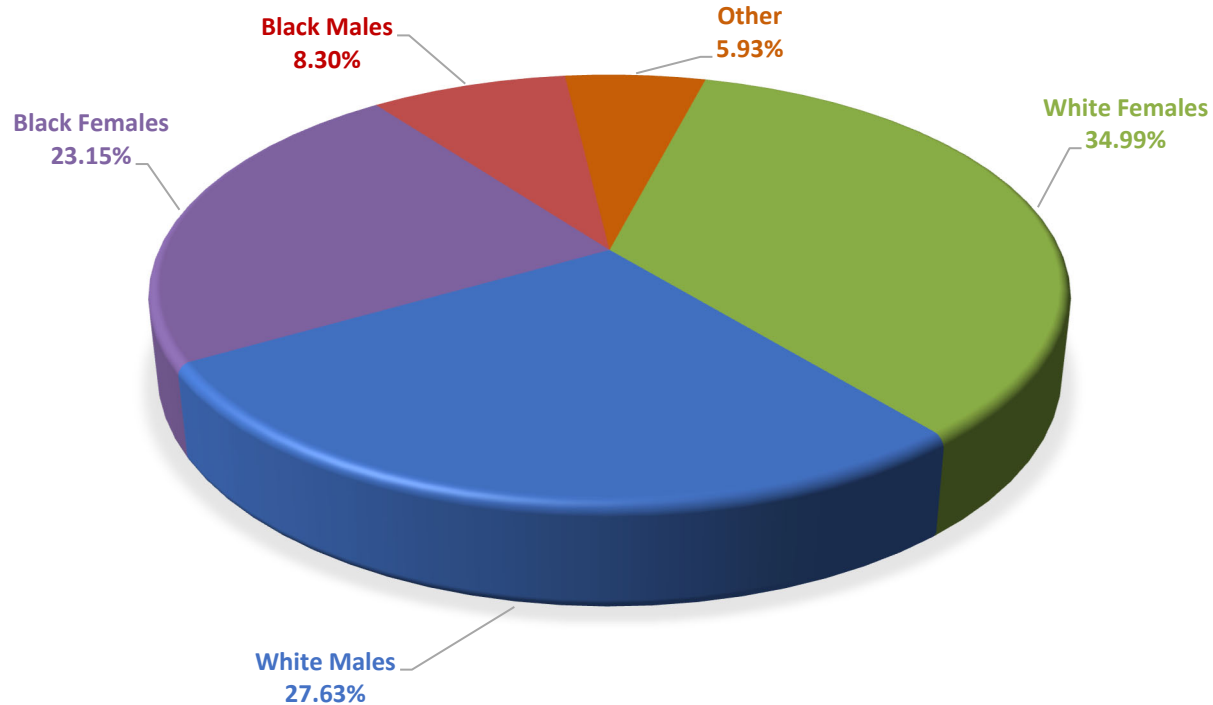


**Percentages may not sum to 100% due to rounding.**

**Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 20223-2024.**



## Composition of State Government Workforce by Race and Sex January 1, 2024

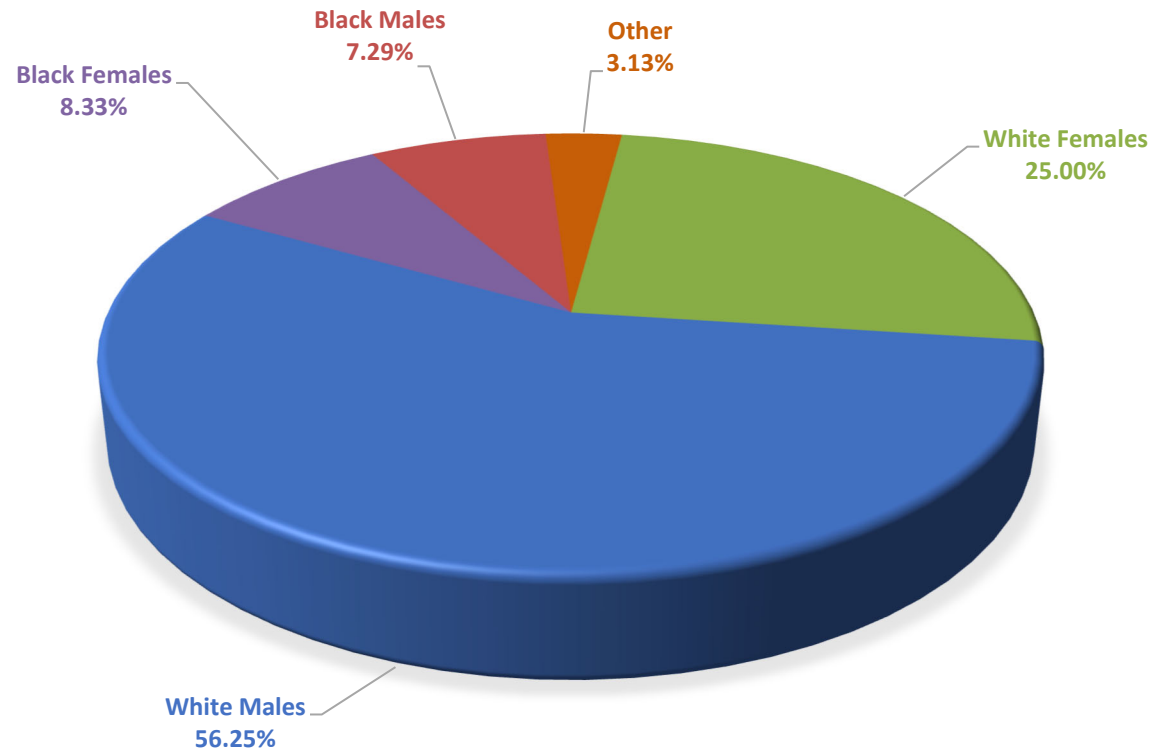


| # of Employees | White Males | Black Males | White Females | Black Females | Others | Total  |
|----------------|-------------|-------------|---------------|---------------|--------|--------|
|                | 20,512      | 6,166       | 25,979        | 17,190        | 4,401  | 74,248 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Composition of Agency Heads January 1, 2024

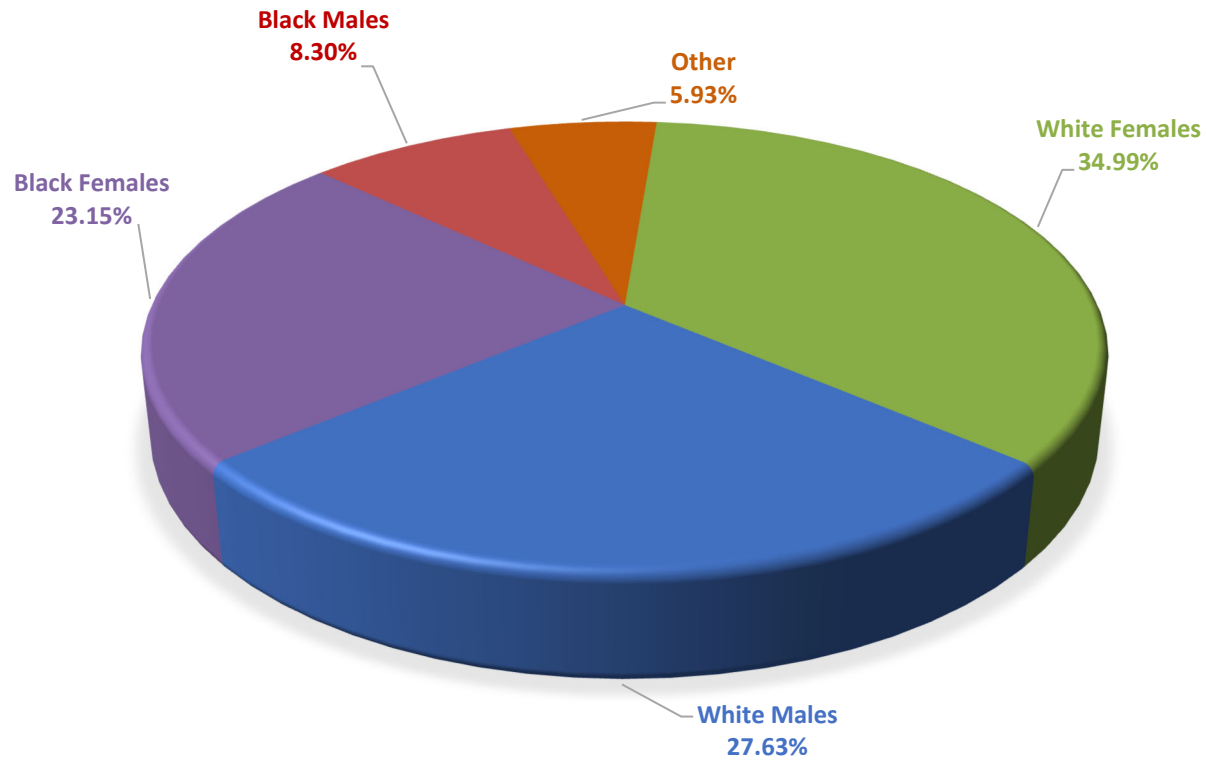


|                | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|----------------|--------------|--------------|---------------|---------------|--------------|--------------|
| # of Employees | 54           | 7            | 24            | 8             | 3            | 96           |
| Average Salary | \$256,216.31 | \$200,125.57 | \$190,809.25  | \$168,671.25  | \$258,851.00 | \$214,934.68 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Composition of State Government Workforce by Race and Sex with Average Salary January 1, 2024

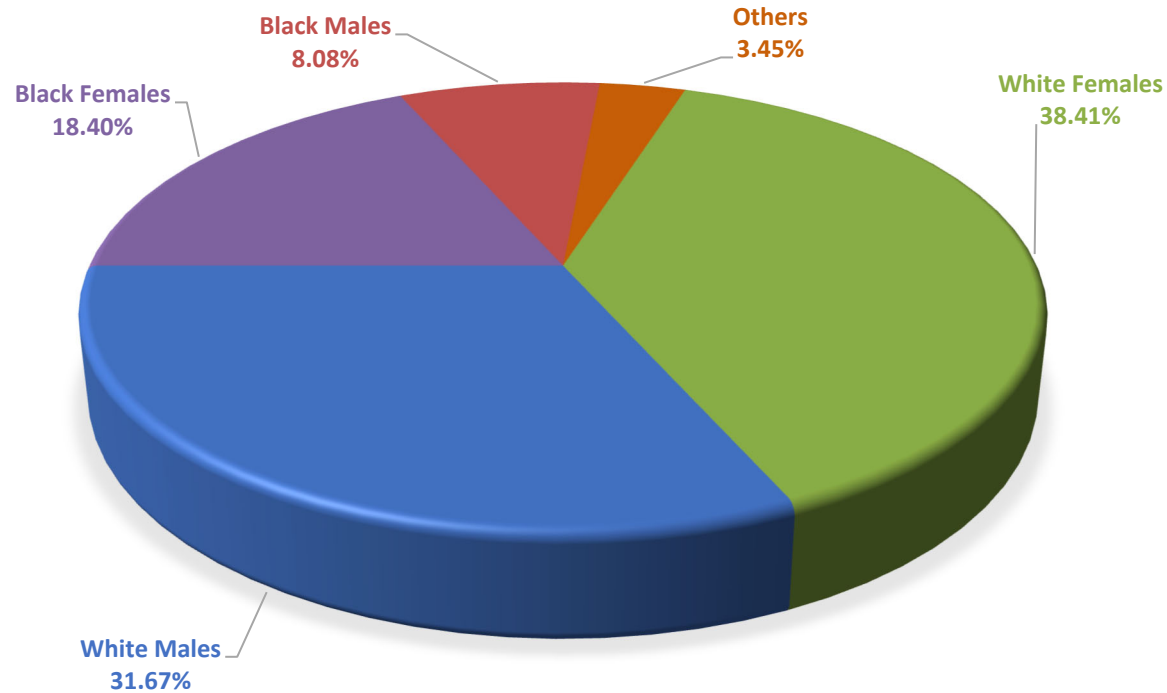


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 20,512      | 6,166       | 25,979        | 17,190        | 4,401       | 74,248      |
| Average Salary | \$77,779.73 | \$60,580.36 | \$69,298.08   | \$52,916.32   | \$74,653.84 | \$67,442.01 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Composition of E1: Executives January 1, 2024

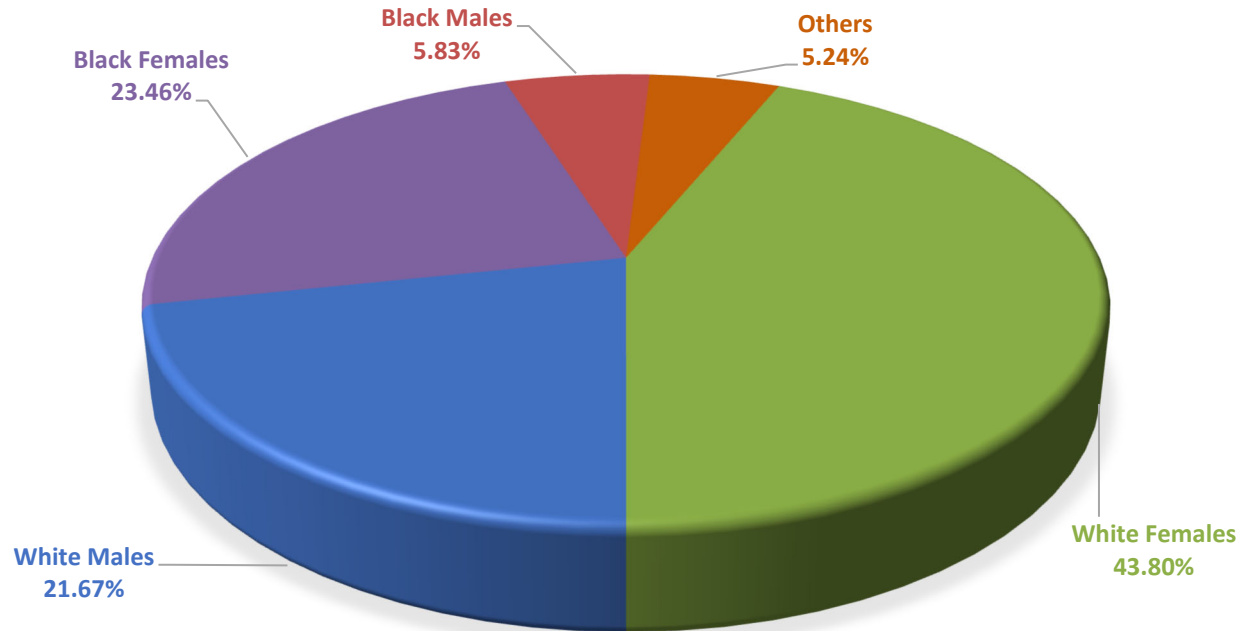


|                | White Males  | Black Males | White Females | Black Females | Others       | Total        |
|----------------|--------------|-------------|---------------|---------------|--------------|--------------|
| # of Employees | 1,157        | 295         | 1,403         | 672           | 126          | 3,653        |
| Average Salary | \$122,318.50 | \$95,634.15 | \$107,592.16  | \$89,005.38   | \$112,377.53 | \$108,036.57 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Composition of E2: Professionals January 1, 2024



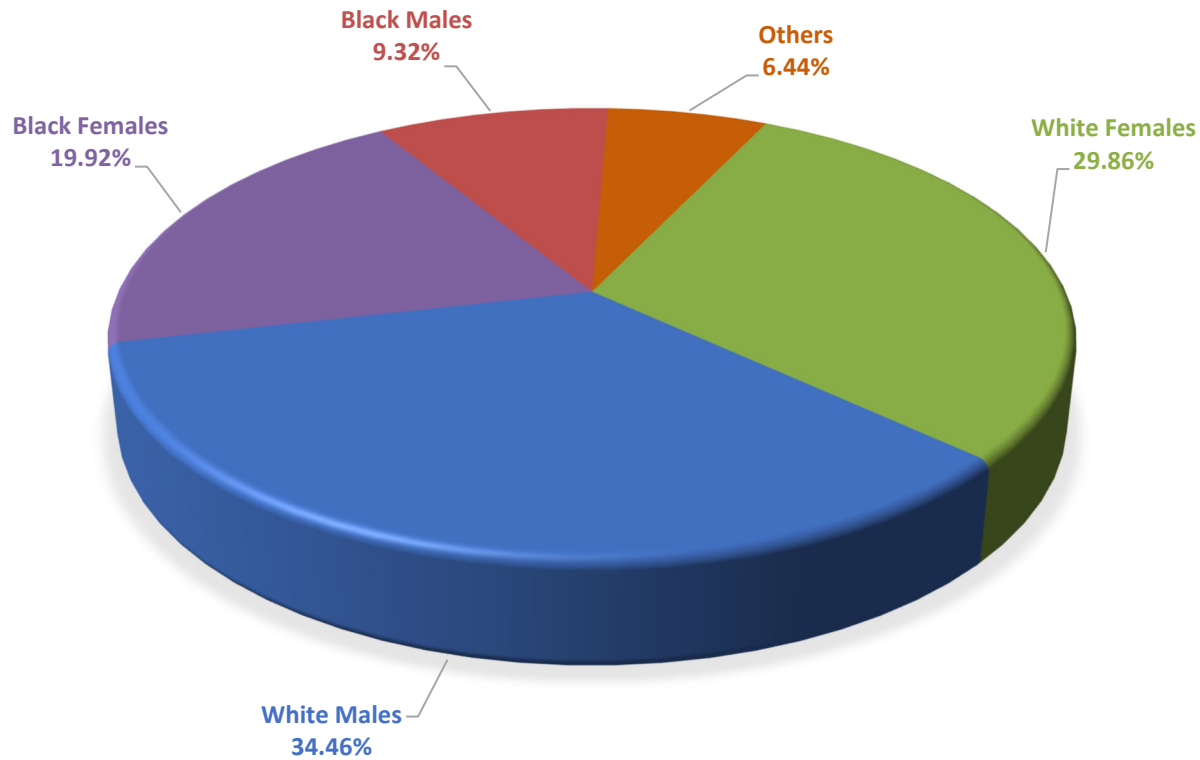
|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 7,017       | 1,886       | 14,181        | 7,595         | 1,698       | 32,377      |
| Average Salary | \$78,121.05 | \$64,865.14 | \$70,831.56   | \$58,483.61   | \$70,233.18 | \$69,135.88 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.



### Composition of E3: Technicians January 1, 2024

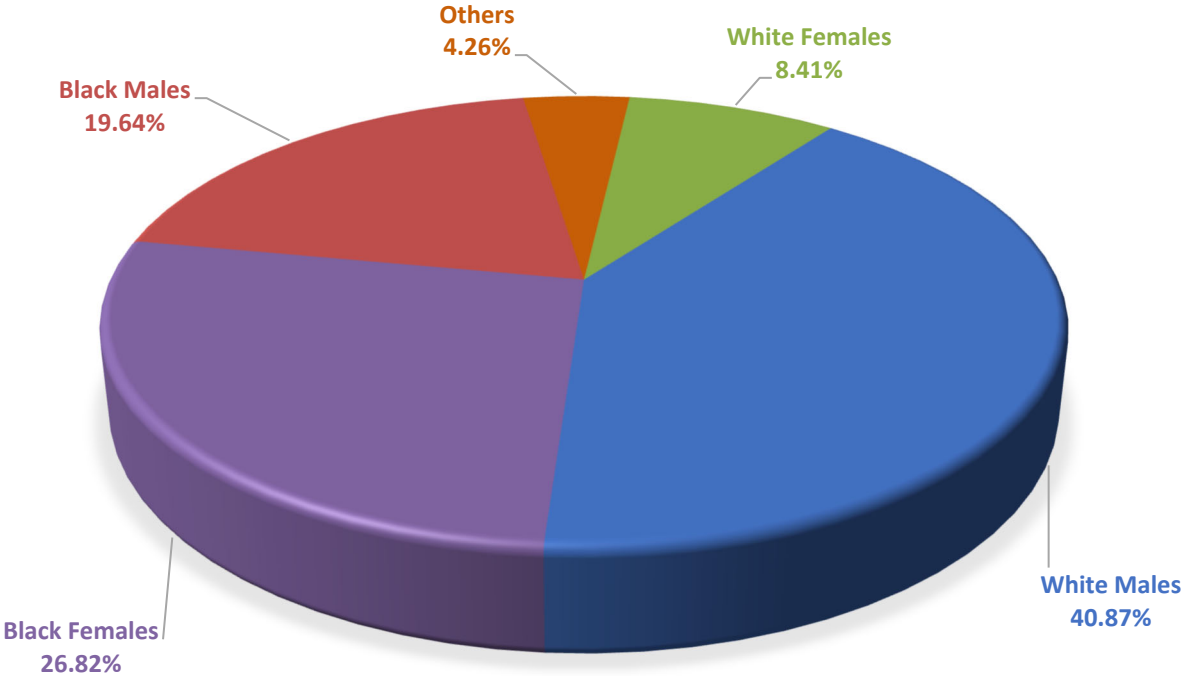


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 1,515       | 410         | 1,313         | 876           | 283         | 4,397       |
| Average Salary | \$62,588.95 | \$53,175.31 | \$54,585.10   | \$46,436.87   | \$56,724.49 | \$55,725.74 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

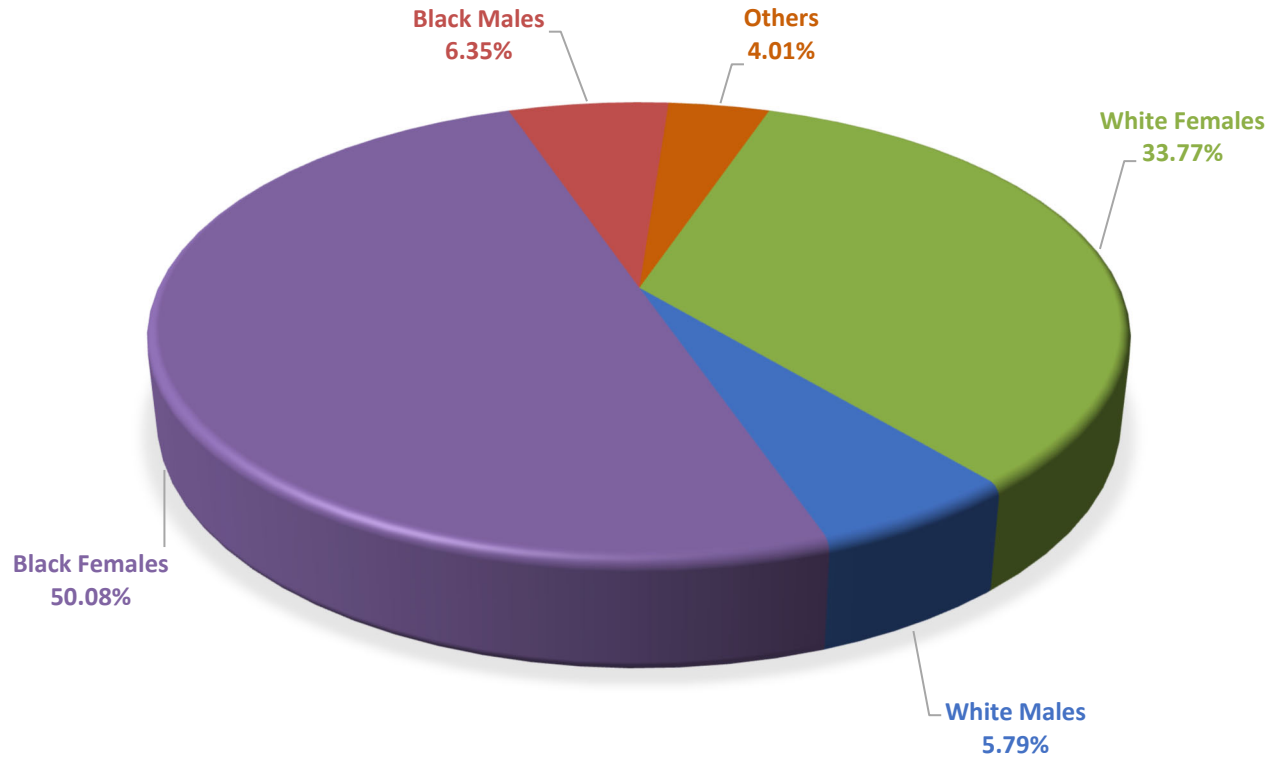
# **Composition of E4: Protective Services January 1, 2024**



|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 1,890       | 908         | 389           | 1,240         | 197         | 4,624       |
| Average Salary | \$57,291.21 | \$51,490.13 | \$52,807.73   | \$47,928.63   | \$51,673.71 | \$53,024.84 |

Percentages may not sum to 100% due to rounding.  
Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Composition of State E5: Paraprofessionals January 1, 2024

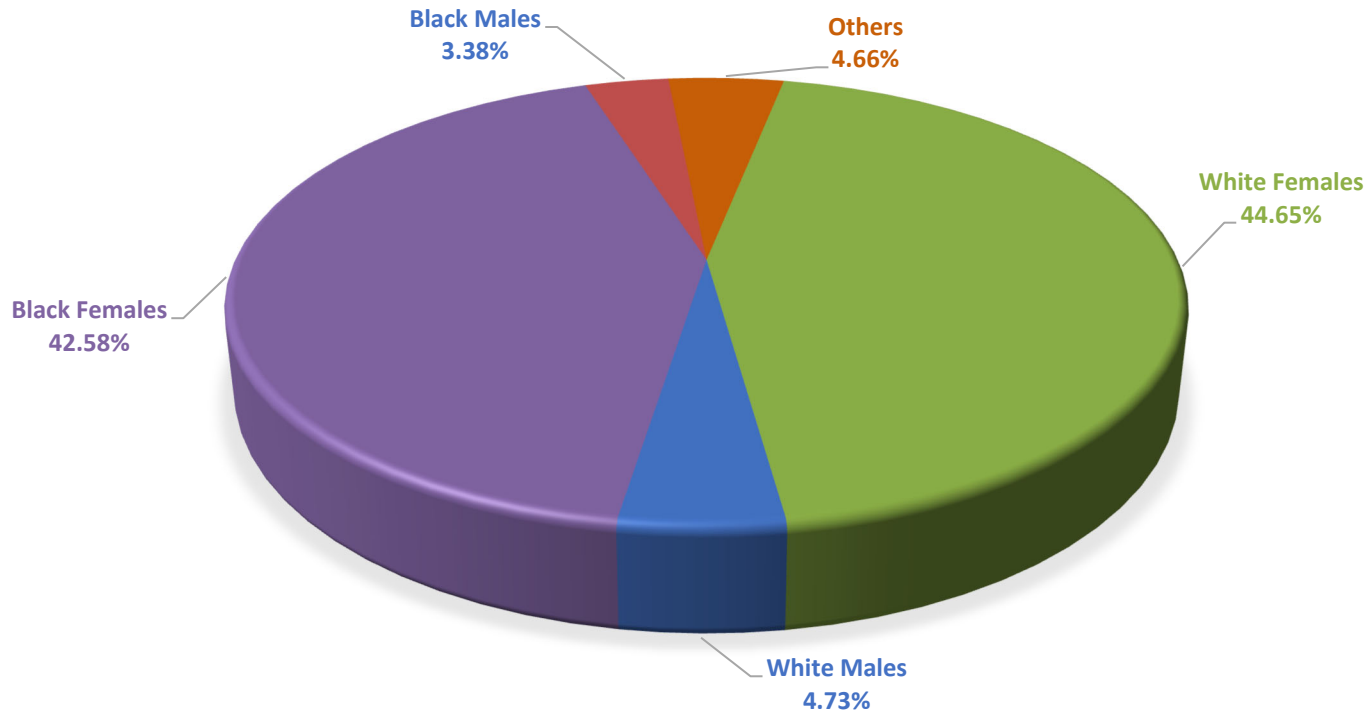


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 430         | 472         | 2,509         | 3,721         | 298         | 7,430       |
| Average Salary | \$50,386.29 | \$42,796.60 | \$46,581.51   | \$41,645.96   | \$43,244.04 | \$43,955.65 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

# **Composition of E6: Secretarial/Clerical January 1, 2024**

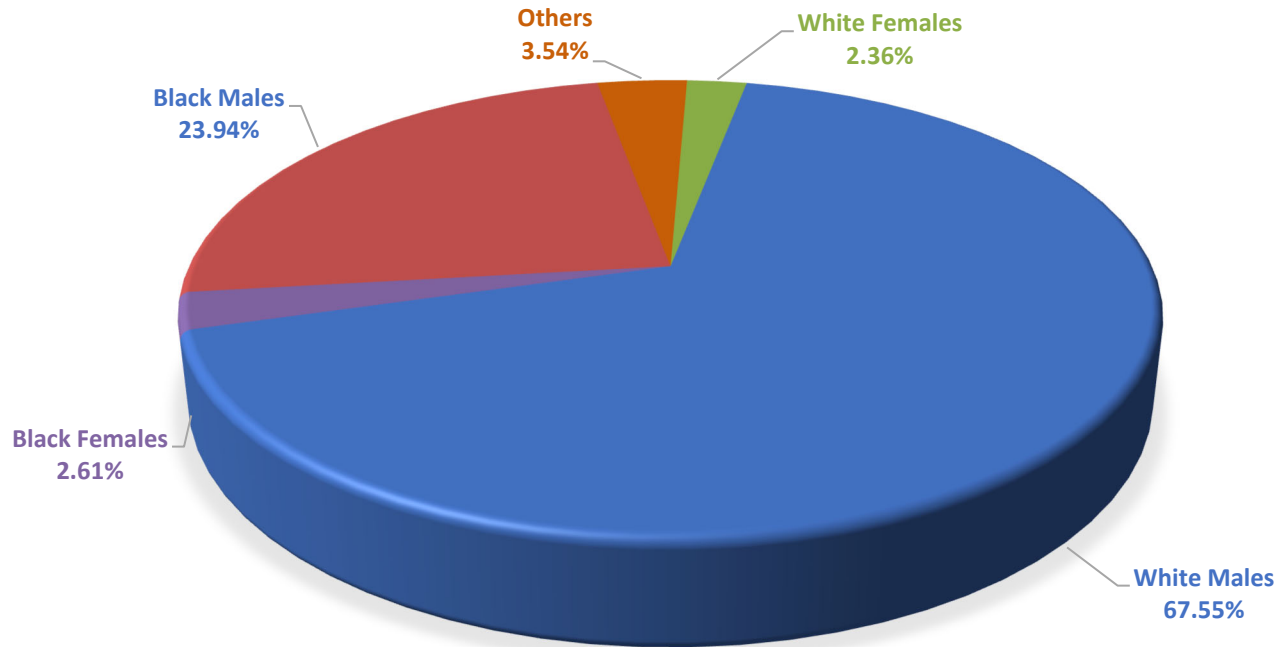


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 206         | 147         | 1,944         | 1,854         | 203         | 4,354       |
| Average Salary | \$42,571.91 | \$39,228.57 | \$41,107.45   | \$38,201.61   | \$39,318.23 | \$39,792.53 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

### Composition of E7: Skilled Craft January 1, 2024

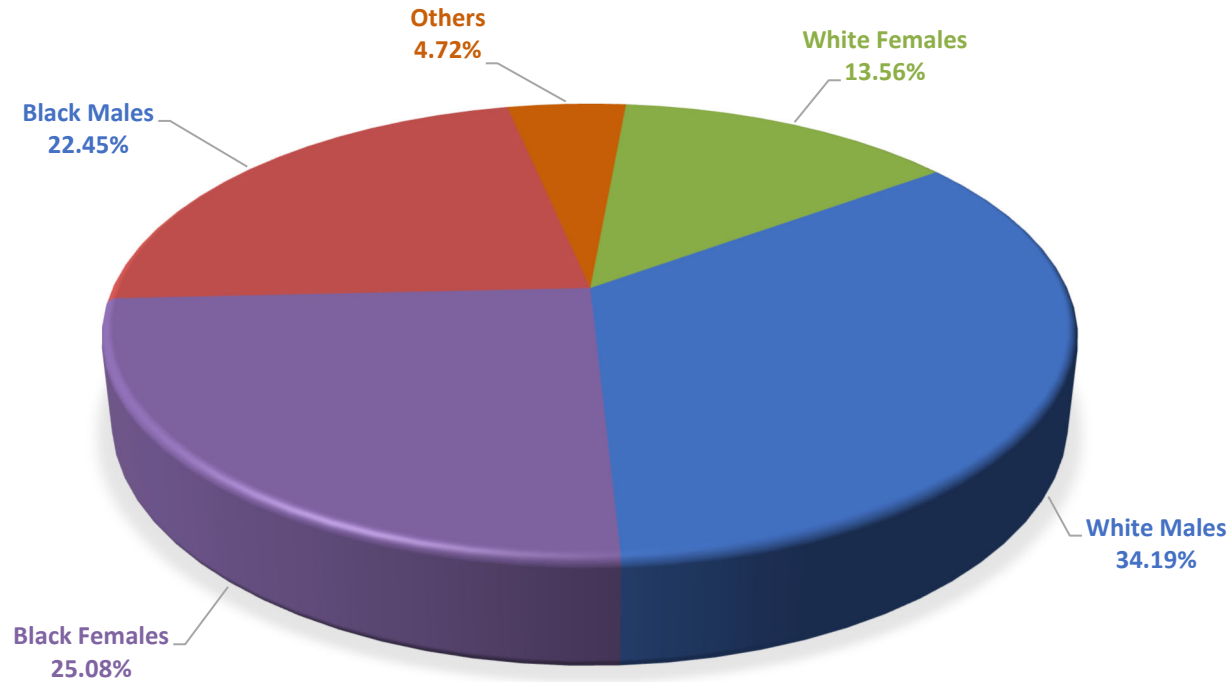


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 3,470       | 1,230       | 121           | 134           | 182         | 5,137       |
| Average Salary | \$59,906.66 | \$55,827.33 | \$50,497.61   | \$49,905.34   | \$57,591.05 | \$58,365.35 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Composition of E8: Service Maintenance January 1, 2024

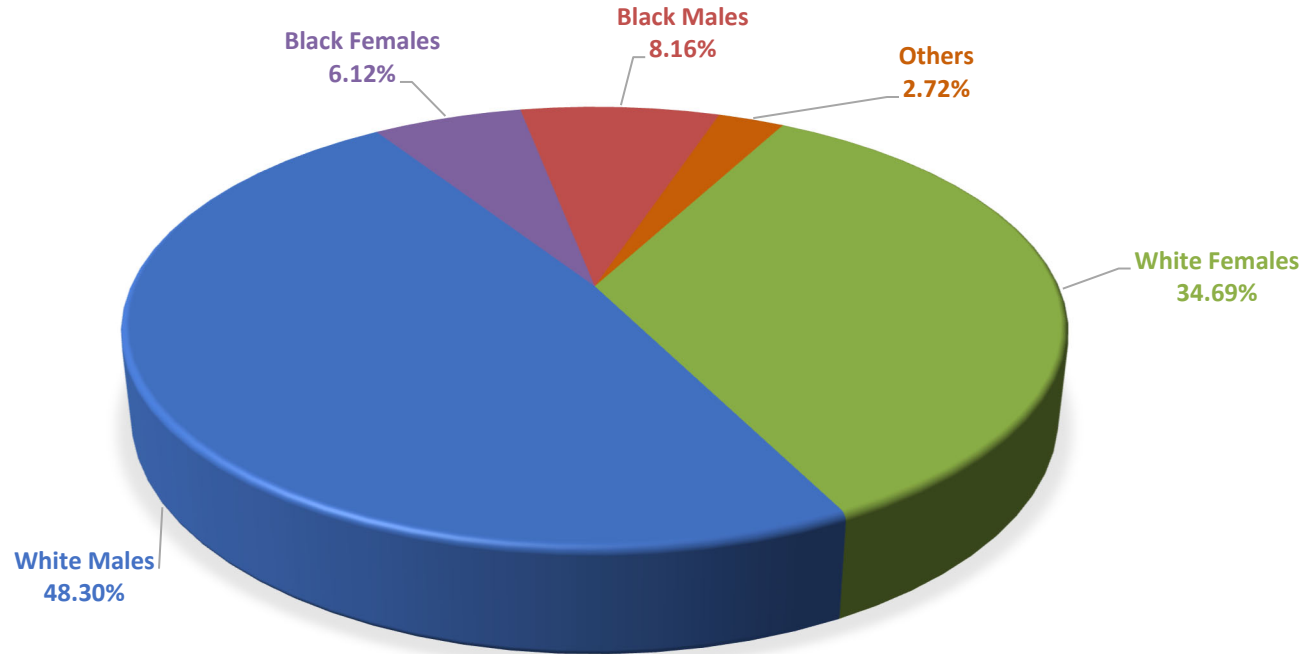


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 623         | 409         | 247           | 457           | 86          | 1,822       |
| Average Salary | \$40,509.58 | \$36,065.24 | \$36,724.84   | \$33,897.63   | \$35,058.56 | \$37,083.12 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

# **Composition of C1: Executive (Non-Academic) January 1, 2024**

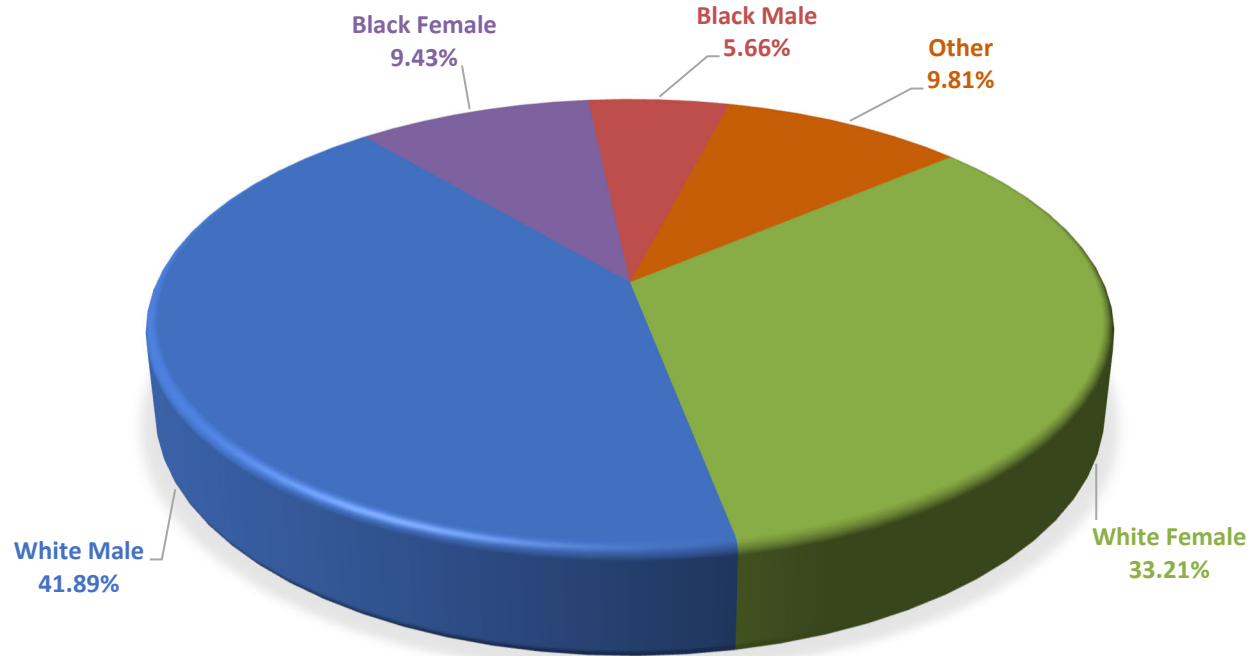


|                | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|----------------|--------------|--------------|---------------|---------------|--------------|--------------|
| # of Employees | 71           | 12           | 51            | 9             | 4            | 147          |
| Average Salary | \$236,172.34 | \$254,651.54 | \$199,606.72  | \$184,661.35  | \$194,176.25 | \$220,698.33 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Composition of C2: Executive (Academic) January 1, 2024



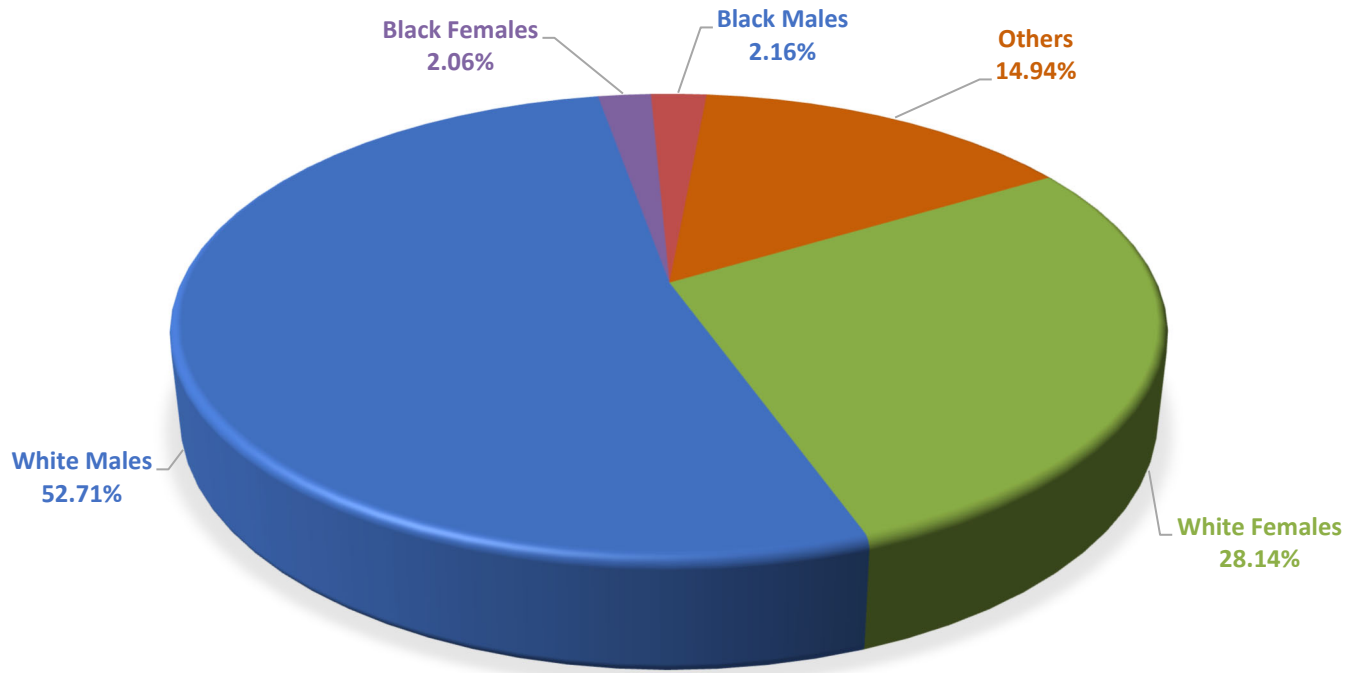
|                | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|----------------|--------------|--------------|---------------|---------------|--------------|--------------|
| # of Employees | 111          | 15           | 88            | 25            | 26           | 265          |
| Average Salary | \$177,150.16 | \$140,202.13 | \$161,646.77  | \$129,650.96  | \$227,613.56 | \$170,380.53 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024



### Composition of C3: Professors January 1, 2024

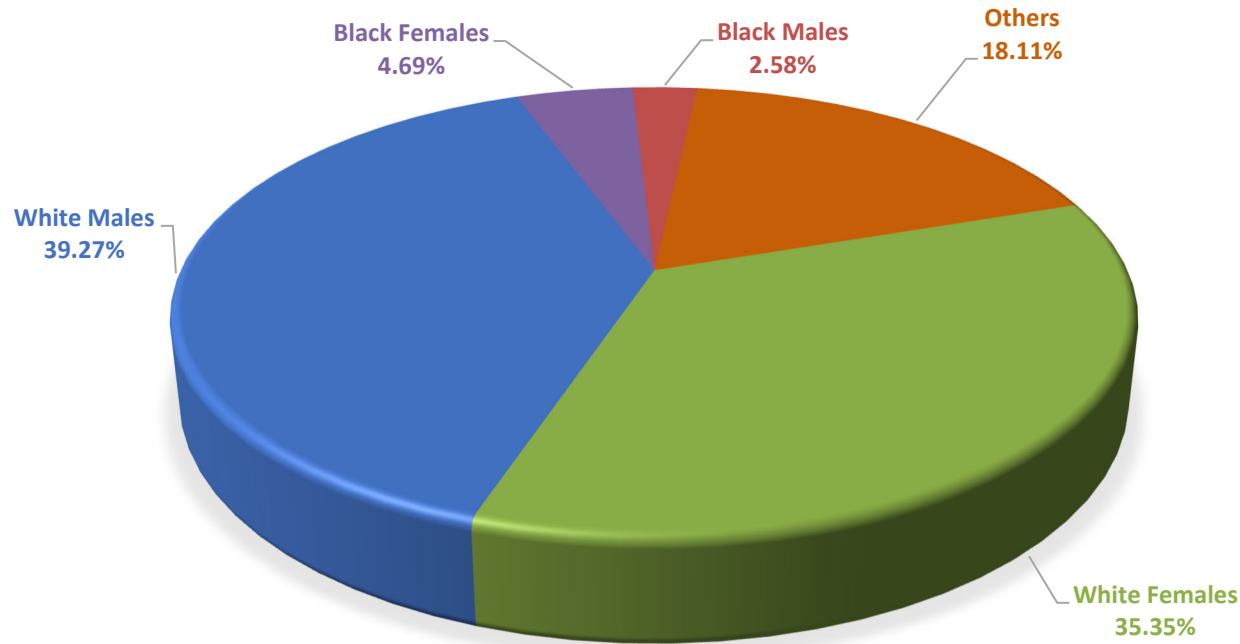


|                | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|----------------|--------------|--------------|---------------|---------------|--------------|--------------|
| # of Employees | 974          | 40           | 520           | 38            | 276          | 1,848        |
| Average Salary | \$130,022.76 | \$110,774.03 | \$121,879.90  | \$134,079.51  | \$136,619.81 | \$128,383.53 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

### Composition of C4: Associate Professors January 1, 2024

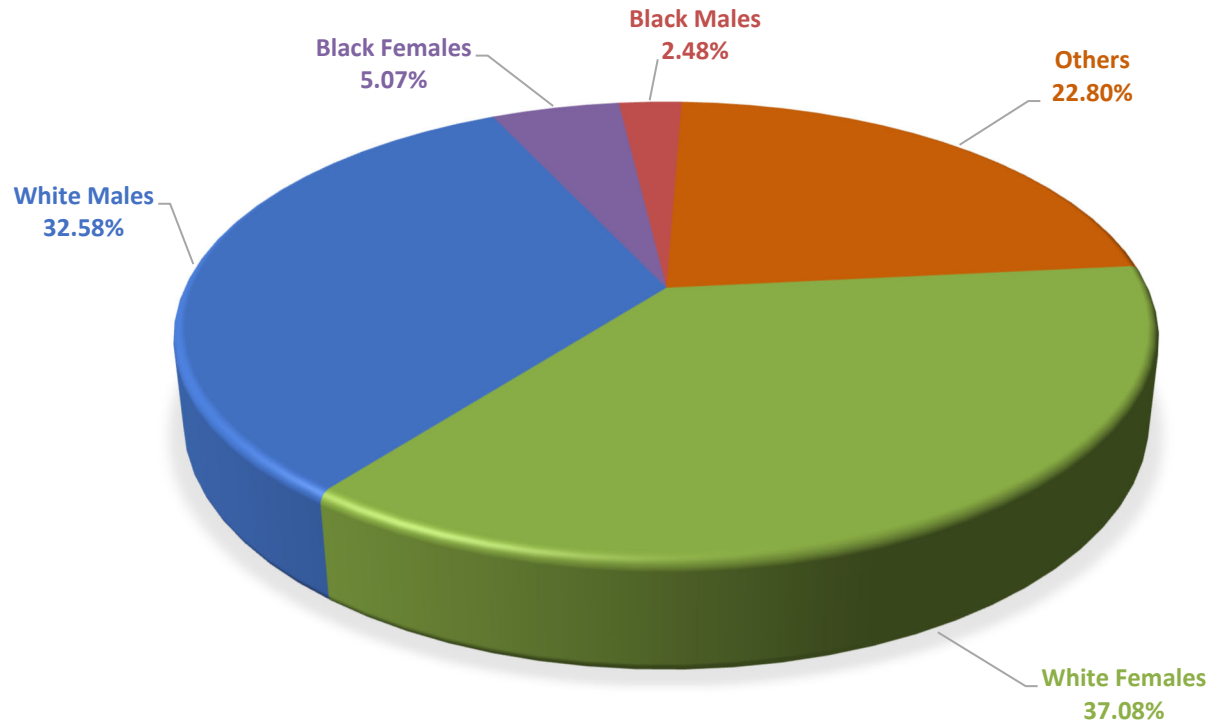


|                | White Males | Black Males | White Females | Black Females | Others       | Total       |
|----------------|-------------|-------------|---------------|---------------|--------------|-------------|
| # of Employees | 670         | 44          | 603           | 80            | 309          | 1,706       |
| Average Salary | \$93,113.22 | \$95,347.07 | \$89,391.88   | \$85,883.61   | \$100,973.70 | \$92,940.21 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

## Composition of C5: Assistant Professors January 1, 2024

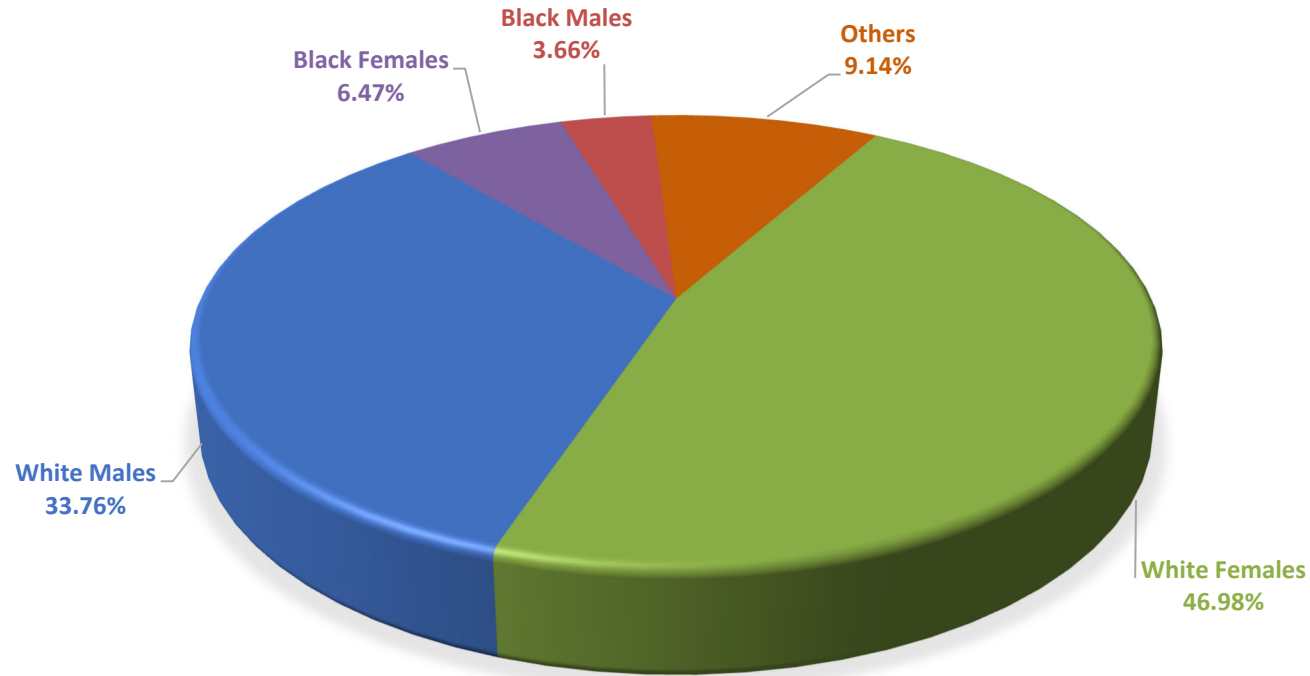


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 566         | 43          | 644           | 88            | 396         | 1,737       |
| Average Salary | \$76,096.78 | \$78,197.66 | \$71,927.93   | \$78,712.95   | \$84,713.69 | \$76,700.19 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

### Composition of C6: Instructors January 1, 2024

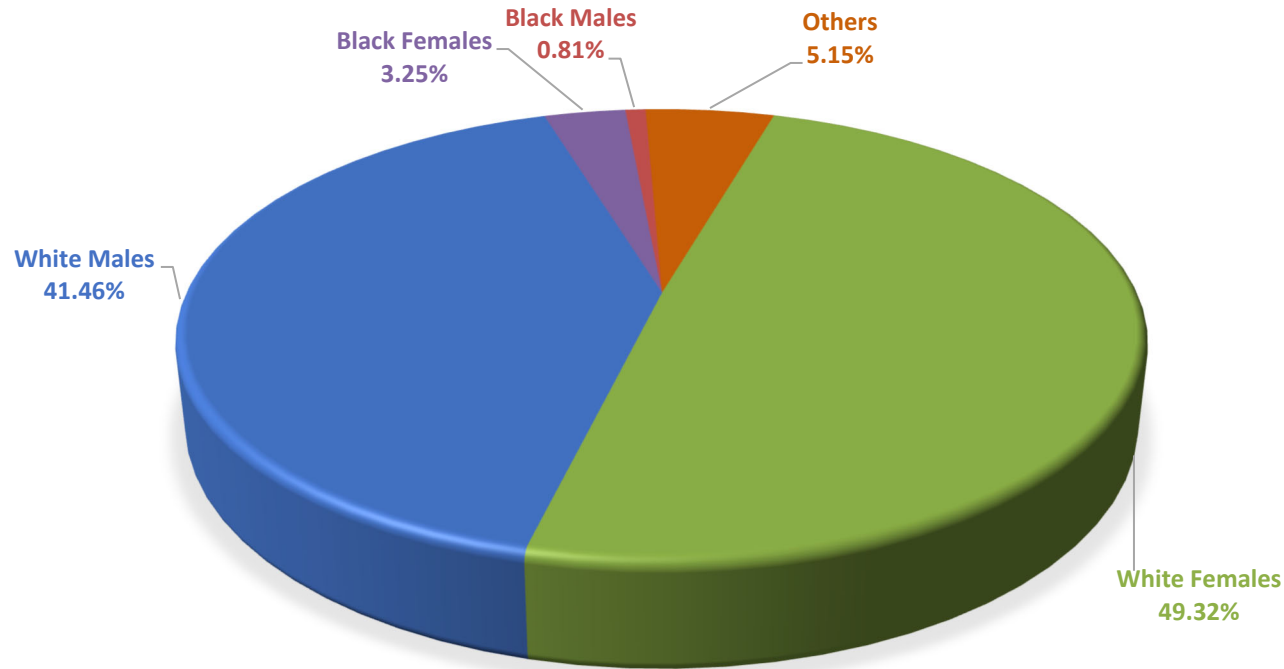


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 240         | 26          | 334           | 46            | 65          | 711         |
| Average Salary | \$66,246.07 | \$66,603.53 | \$65,433.05   | \$66,788.43   | \$64,646.58 | \$65,772.16 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

# **Composition of C7: Lecturers January 1, 2024**

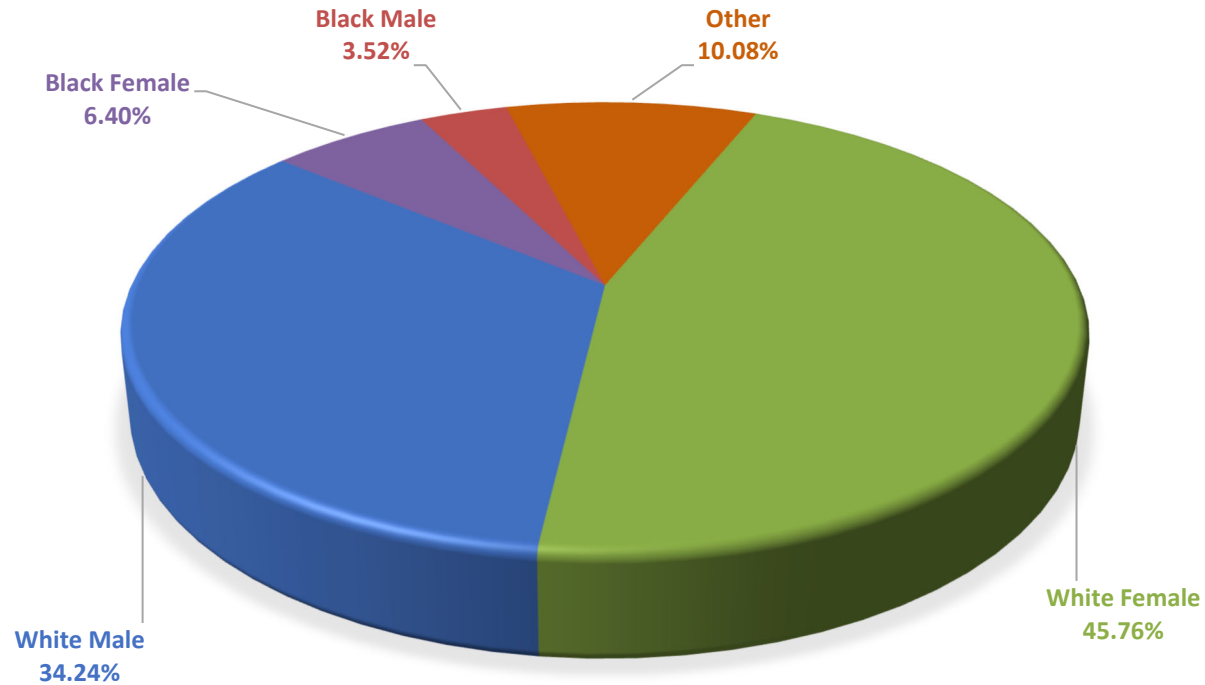


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 153         | 3           | 182           | 12            | 19          | 369         |
| Average Salary | \$76,717.97 | \$66,931.38 | \$66,103.09   | \$61,790.85   | \$66,906.20 | \$70,412.23 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

### Composition of C8: Other (Academic) January 1, 2024

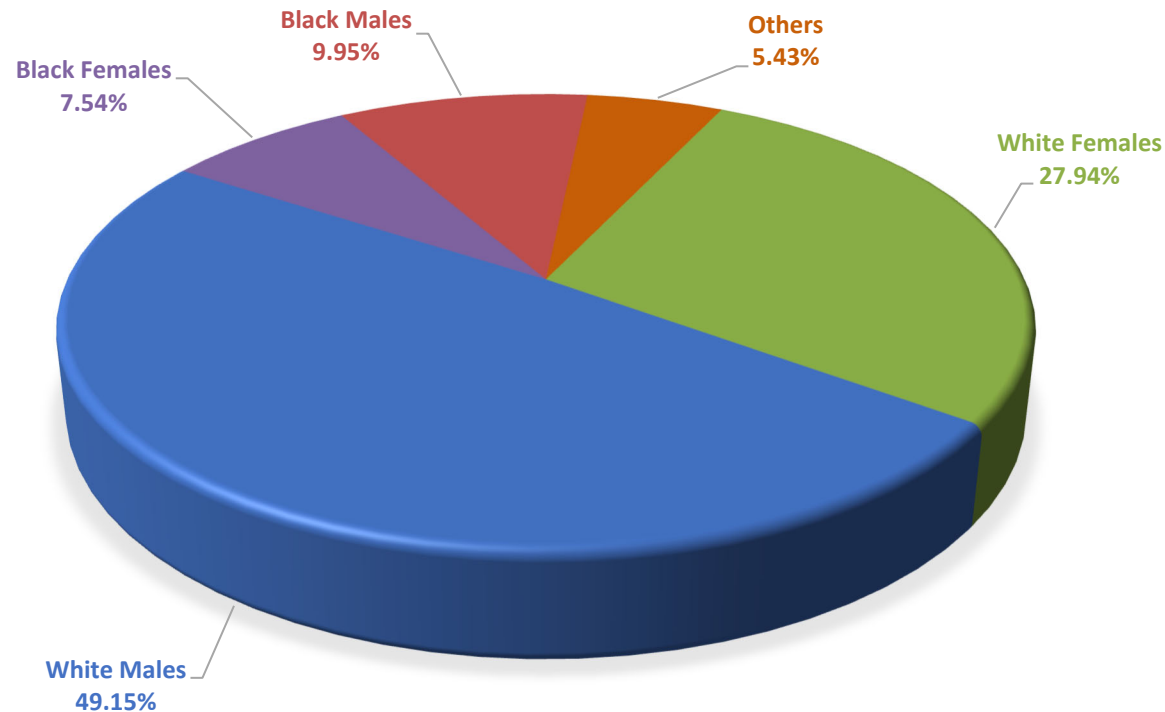


|                | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|----------------|--------------|--------------|---------------|---------------|--------------|--------------|
| # of Employees | 214          | 22           | 286           | 40            | 63           | 625          |
| Average Salary | \$107,728.08 | \$100,808.36 | \$96,692.91   | \$98,152.24   | \$102,849.59 | \$101,330.21 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

### Composition of C9: Other (Non-Academic) January 1, 2024

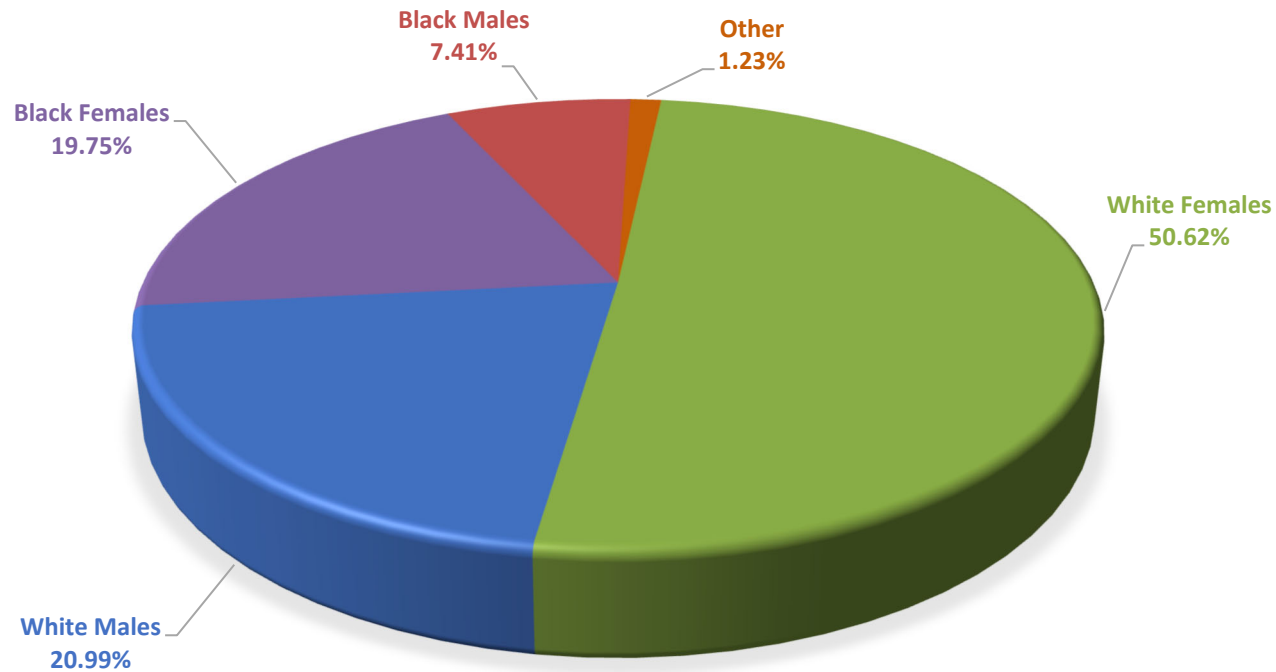


|                | White Males  | Black Males  | White Females | Black Females | Others      | Total        |
|----------------|--------------|--------------|---------------|---------------|-------------|--------------|
| # of Employees | 489          | 99           | 278           | 75            | 54          | 995          |
| Average Salary | \$129,890.81 | \$155,638.51 | \$76,607.65   | \$94,891.52   | \$91,580.38 | \$112,848.19 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

# **Composition of T1: Executives (Non-Academic) January 1, 2024**



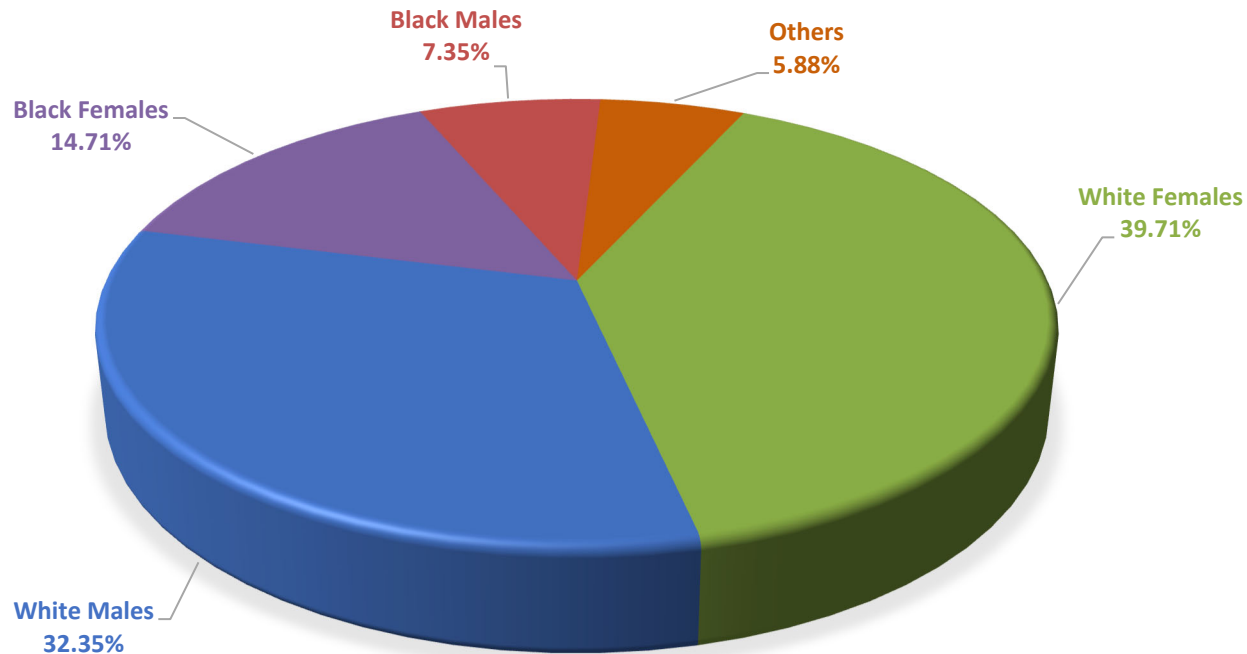
|                | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|----------------|--------------|--------------|---------------|---------------|--------------|--------------|
| # of Employees | 17           | 6            | 41            | 16            | 1            | 81           |
| Average Salary | \$160,300.94 | \$138,616.83 | \$158,584.28  | \$156,048.19  | \$221,185.00 | \$157,737.39 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.



# **Composition of T2: Executives (Academic) January 1, 2024**

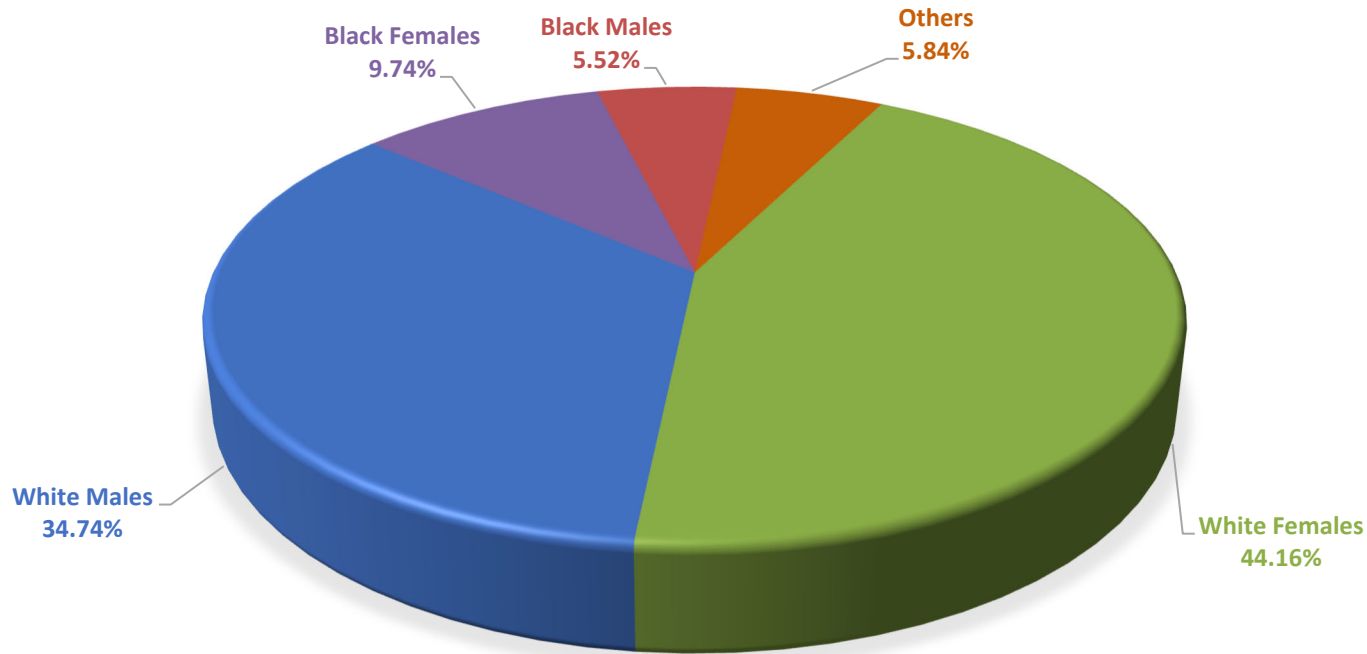


|                | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|----------------|--------------|--------------|---------------|---------------|--------------|--------------|
| # of Employees | 22           | 5            | 27            | 10            | 4            | 68           |
| Average Salary | \$115,221.77 | \$109,568.00 | \$115,496.06  | \$112,667.40  | \$121,273.25 | \$114,895.29 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

### Composition of T3: Faculty (Administrative) January 1, 2024

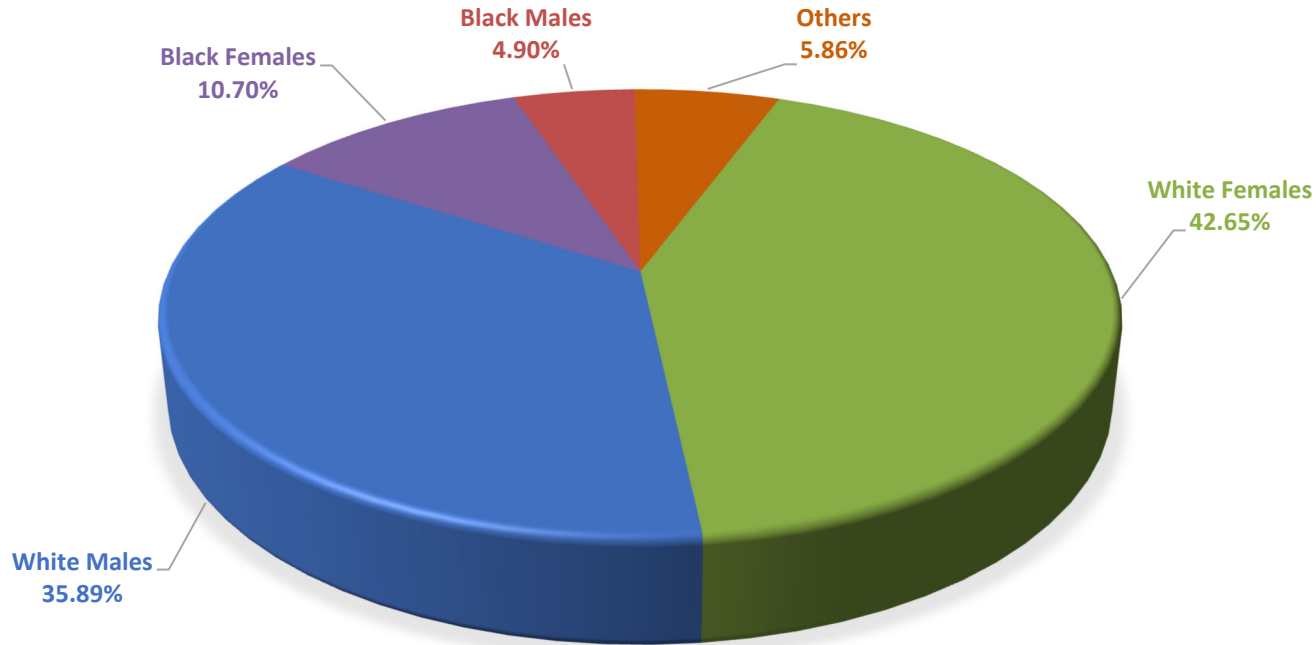


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 107         | 17          | 136           | 30            | 18          | 308         |
| Average Salary | \$82,858.49 | \$86,184.69 | \$79,598.89   | \$84,799.09   | \$79,631.56 | \$81,603.21 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

### Composition of T4: Faculty (Teaching) January 1, 2024

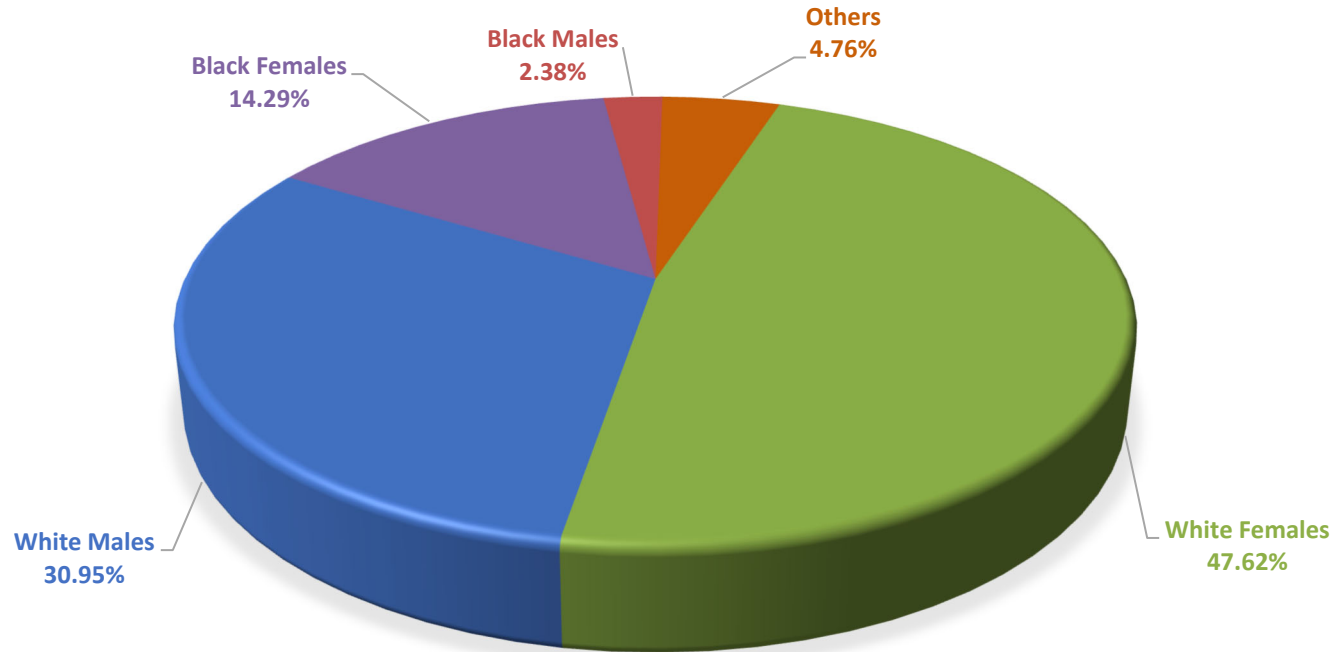


|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 557         | 76          | 662           | 166           | 91          | 1,552       |
| Average Salary | \$73,311.70 | \$70,806.75 | \$71,924.70   | \$73,324.31   | \$68,075.57 | \$72,291.75 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

# **Composition of T5: Faculty (Non-Teaching) January 1, 2024**



|                | White Males  | Black Males  | White Females | Black Females | Others      | Total       |
|----------------|--------------|--------------|---------------|---------------|-------------|-------------|
| # of Employees | 13           | 1            | 20            | 6             | 2           | 42          |
| Average Salary | \$105,002.08 | \$118,890.00 | \$89,865.45   | \$94,357.50   | \$78,262.50 | \$95,330.86 |

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2023-2024.

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## Status of Affirmative Action Programs

# SECTION IV



## **Status of Affirmative Action Programs**

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

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

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

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

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

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

### **Level of Goal Attainment Calculation Method:**

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

# STATE GOVERNMENT'S TOP TEN & BELOW 70%

(Highest to Lowest)

## CHART A

### TOP TEN

| RANKING | AGENCY                                      | PERCENT |
|---------|---|---------|
| 1       | Indigent Defense, Commission on             | 100.0%  |
| 1       | Library, State                              | 100.0%  |
| 1       | Sea Grant                                   | 100.0%  |
| 1       | Secretary of State's Office, South Carolina | 100.0%  |
| 2       | Higher Education, Commission on             | 99.7%   |
| 3       | Treasurer's Office, State                   | 98.5%   |
| 4       | Revenue & Fiscal Affairs                    | 98.0%   |
| 5       | York Technical College                      | 97.8%   |
| 6       | Aiken Technical College                     | 97.6%   |
| 7       | Comptroller General, Office of the          | 97.3%   |
| 8       | Greenville Technical College                | 96.6%   |
| 9       | Regulatory Staff, Office of                 | 96.5%   |
| 10      | Museum Commission                           | 96.1%   |

| RANKING | AGENCY ACHIEVING LESS THAN 70%       | PERCENT |
|---------|--------------------------------------|---------|
| 76      | Natural Resources, Department of     | 69.1%   |
| 77      | Governor's School for Science & Math | 68.8%   |
| 78      | Lander University                    | 67.5%   |
| 79      | Forestry Commission                  | 65.5%   |

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

### CHART B

| RANKING | AGENCY   | PERCENT | RANKING | AGENCY                                       | PERCENT |
|---------|--|---------|---------|--|---------|
| 1       | Indigent Defense, Commission on                    | 100.0%  | 21      | Educational Lottery                          | 92.5%   |
| 1       | Library, State                                     | 100.0%  | 21      | Trident Technical College                    | 92.5%   |
| 1       | Sea Grant  | 100.0%  | 22      | Insurance, Department of                     | 92.4%   |
| 1       | Secretary of State's Office, South Carolina        | 100.0%  | 23      | Archives & History, Department of            | 91.6%   |
| 2       | Higher Education, Commission on                    | 99.7%   | 24      | Labor, Licensing & Regulation, Department of | 91.1%   |
| 3       | Treasurer's Office, State                          | 98.5%   | 24      | Winthrop University                          | 91.1%   |
| 4       | Revenue & Fiscal Affairs                           | 98.0%   | 24      | Workers Compensation                         | 91.1%   |
| 5       | York Technical College                             | 97.8%   | 25      | Vocational Rehabilitation, Department of     | 91.0%   |
| 6       | Aiken Technical College                            | 97.6%   | 26      | Alcohol and Other Drug Abuse Services        | 90.9%   |
| 7       | Comptroller General, Office of the                 | 97.3%   | 26      | Children's Advocacy, Department of           | 90.9%   |
| 8       | Greenville Technical College                       | 96.6%   | 26      | Deaf & Blind, School for the                 | 90.9%   |
| 9       | Regulatory Staff, Office of                        | 96.5%   | 27      | Public Safety, Department of                 | 90.7%   |
| 10      | Museum Commission                                  | 96.1%   | 28      | Francis Marion University                    | 90.1%   |
| 11      | Blind, Commission for the                          | 95.9%   | 29      | Midlands Technical College                   | 89.9%   |
| 12      | Consumer Affairs                                   | 95.8%   | 30      | Financial Institutions, State Board of       | 89.8%   |
| 12      | Piedmont Technical College                         | 95.8%   | 31      | Social Services, Department of               | 89.7%   |
| 13      | Technical & Comprehensive Education, St. Board for | 95.4%   | 32      | Aging, Department on                         | 89.5%   |
| 14      | Attorney General's Office                          | 95.2%   | 33      | Accident Fund, State                         | 89.2%   |
| 14      | Commerce, Department of                            | 95.2%   | 33      | Veteran Affairs, Department of               | 89.2%   |
| 15      | Technical College of the Lowcountry                | 95.0%   | 34      | Central Carolina Technical College           | 88.9%   |
| 16      | Spartanburg Community College                      | 94.5%   | 34      | Ethics Commission                            | 88.9%   |
| 17      | Arts Commission                                    | 94.3%   | 34      | Horry-Georgetown Technical College           | 88.9%   |
| 18      | Transportation, Department of                      | 93.7%   | 35      | Auditor's Office, State                      | 87.9%   |
| 19      | Employment and Workforce, Department of            | 93.4%   | 36      | Santee Cooper                                | 87.7%   |
| 19      | Governor's School for Arts & Humanities            | 93.4%   | 37      | Medical University Hospital Authority        | 87.4%   |
| 20      | Orangeburg-Calhoun Technical College               | 92.9%   | 38      | Retirement System                            | 86.8%   |



## PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

### CHART B

| RANKING | AGENCY   | PERCENT | RANKING | AGENCY                                      | PERCENT |
|---------|--|---------|---------|---|---------|
| 39      | Williamsburg Technical College                       | 86.7%   | 63      | Citadel, The                                | 79.5%   |
| 40      | Fiscal Accountability Authority, State               | 86.3%   | 64      | Denmark Technical College                   | 79.1%   |
| 41      | Administration, Department of                        | 86.0%   | 64      | University of South Carolina                | 79.1%   |
| 42      | Florence-Darlington Technical College                | 85.9%   | 65      | Juvenile Justice                            | 78.5%   |
| 43      | Motor Vehicles, Department of                        | 85.3%   | 66      | College of Charleston                       | 78.3%   |
| 44      | Public Employee Benefits Authority                   | 85.2%   | 67      | Criminal Justice Academy                    | 77.6%   |
| 45      | Mental Health, Department of                         | 85.1%   | 68      | Clemson University                          | 77.4%   |
| 46      | Governor's School for Agriculture at John de la Howe | 84.2%   | 69      | Parks, Recreation, & Tourism, Department of | 77.2%   |
| 46      | Probation, Parole, & Pardon Services, Department of  | 84.2%   | 70      | Patriots Point Authority                    | 76.8%   |
| 47      | Disabilities & Special Needs, Department of          | 84.0%   | 71      | Medical University of South Carolina        | 75.6%   |
| 48      | Housing Finance & Development, State                 | 83.7%   | 72      | Public Service Commission                   | 74.3%   |
| 49      | Revenue, Department of                               | 83.6%   | 73      | Wil Lou Gray Opportunity School             | 73.5%   |
| 50      | Health and Human Services, Department of             | 83.3%   | 74      | Agriculture, Department of                  | 73.3%   |
| 51      | Law Enforcement Division, State                      | 82.6%   | 75      | South Carolina State University             | 73.2%   |
| 52      | Environmental Services, SC Dept. of                  | 82.5%   | 76      | Natural Resources, Department of            | 69.1%   |
| 53      | Corrections, Department of                           | 82.4%   | 77      | Governor's School for Science & Math        | 68.8%   |
| 54      | Elections, Commission                                | 82.3%   | 78      | Lander University                           | 67.5%   |
| 55      | Education, Department of                             | 82.1%   | 79      | Forestry Commission                         | 65.5%   |
| 56      | Adjutant General's Office                            | 82.0%   |         |   |         |
| 57      | Educational Television Commission                    | 81.2%   |         |   |         |
| 58      | Northeastern Technical College                       | 80.8%   |         |   |         |
| 59      | Coastal Carolina University                          | 80.5%   |         |   |         |
| 60      | Tri-County Technical College                         | 80.4%   |         |   |         |
| 61      | Minority Affairs, Commission                         | 80.0%   |         |   |         |
| 62      | Ports Authority, State                               | 79.8%   |         |   |         |
| 62      | Pulic Health, SC Dept. Of                            | 79.8%   |         |   |         |

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

CHART C

| RANKING | AGENCY                                | PERCENT | RANKING | AGENCY   | PERCENT |
|---------|---------------------------------------|---------|---------|--|---------|
| 33      | Accident Fund, State                  | 89.2%   | 64      | Denmark Technical College                            | 79.1%   |
| 56      | Adjutant General's Office             | 82.0%   | 47      | Disabilities & Special Needs, Department of          | 84.0%   |
| 41      | Administration, Department of         | 86.0%   | 55      | Education, Department of                             | 82.1%   |
| 32      | Aging, Department on                  | 89.5%   | 21      | Educational Lottery                                  | 92.5%   |
| 74      | Agriculture, Department of            | 73.3%   | 57      | Educational Television Commission                    | 81.2%   |
| 6       | Aiken Technical College               | 97.6%   | 54      | Elections, Commission                                | 82.3%   |
| 26      | Alcohol and Other Drug Abuse Services | 90.9%   | 19      | Employment and Workforce, Department of              | 93.4%   |
| 23      | Archives & History, Department of     | 91.6%   | 52      | Environmental Services, SC Dept. of                  | 82.5%   |
| 17      | Arts Commission                       | 94.3%   | 34      | Ethics Commission                                    | 88.9%   |
| 14      | Attorney General's Office             | 95.2%   | 30      | Financial Institutions, State Board of               | 89.8%   |
| 35      | Auditor's Office, State               | 87.9%   | 40      | Fiscal Accountability Authority, State               | 86.3%   |
| 11      | Blind, Commission for the             | 95.9%   | 42      | Florence-Darlington Technical College                | 85.9%   |
| 34      | Central Carolina Technical College    | 88.9%   | 79      | Forestry Commission                                  | 65.5%   |
| 26      | Children's Advocacy, Department of    | 90.9%   | 28      | Francis Marion University                            | 90.1%   |
| 63      | Citadel, The                          | 79.5%   | 46      | Governor's School for Agriculture at John de la Howe | 84.2%   |
| 68      | Clemson University                    | 77.4%   | 19      | Governor's School for Arts & Humanities              | 93.4%   |
| 59      | Coastal Carolina University           | 80.5%   | 77      | Governor's School for Science & Math                 | 68.8%   |
| 66      | College of Charleston                 | 78.3%   | 8       | Greenville Technical College                         | 96.6%   |
| 14      | Commerce, Department of               | 95.2%   | 50      | Health and Human Services, Department of             | 83.3%   |
| 7       | Comptroller General, Office of the    | 97.3%   | 2       | Higher Education, Commission on                      | 99.7%   |
| 12      | Consumer Affairs                      | 95.8%   | 48      | Housing Finance & Development, State                 | 83.7%   |
| 53      | Corrections, Department of            | 82.4%   | 34      | Horry-Georgetown Technical College                   | 88.9%   |
| 67      | Criminal Justice Academy              | 77.6%   | 1       | Indigent Defense, Commission on                      | 100.0%  |
| 26      | Deaf & Blind, School for the          | 90.9%   | 22      | Insurance, Department of                             | 92.4%   |

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

CHART C

| RANKING | AGENCY  | PERCENT | RANKING | AGENCY   | PERCENT |
|---------|---|---------|---------|--|---------|
| 65      | Juvenile Justice                                    | 78.5%   | 9       | Regulatory Staff, Office of                        | 96.5%   |
| 24      | Labor, Licensing & Regulation, Department of        | 91.1%   | 38      | Retirement System                                  | 86.8%   |
| 78      | Lander University                                   | 67.5%   | 4       | Revenue & Fiscal Affairs                           | 98.0%   |
| 51      | Law Enforcement Division, State                     | 82.6%   | 49      | Revenue, Department of                             | 83.6%   |
| 1       | Library, State                                      | 100.0%  | 36      | Santee Cooper                                      | 87.7%   |
| 37      | Medical University Hospital Authority               | 87.4%   | 1       | Sea Grant  | 100.0%  |
| 71      | Medical University of South Carolina                | 75.6%   | 1       | Secretary of State's Office, South Carolina        | 100.0%  |
| 45      | Mental Health, Department of                        | 85.1%   | 31      | Social Services, Department of                     | 89.7%   |
| 61      | Minority Affairs, Commission                        | 80.0%   | 75      | South Carolina State University                    | 73.2%   |
| 29      | Midland's Technical College                         | 89.9%   | 16      | Spartanburg Community College                      | 94.5%   |
| 43      | Motor Vehicles, Department of                       | 85.3%   | 13      | Technical & Comprehensive Education, St. Board for | 95.4%   |
| 10      | Museum Commission                                   | 96.1%   | 15      | Technical College of the Lowcountry                | 95.0%   |
| 76      | Natural Resources, Department of                    | 69.1%   | 18      | Transportation, Department of                      | 93.7%   |
| 58      | Northeastern Technical College                      | 80.8%   | 3       | Treasurer's Office, State                          | 98.5%   |
| 20      | Orangeburg-Calhoun Technical College                | 92.9%   | 60      | Tri-County Technical College                       | 80.4%   |
| 69      | Parks, Recreation, & Tourism, Department of         | 77.2%   | 21      | Trident Technical College                          | 92.5%   |
| 70      | Patriots Point Authority                            | 76.8%   | 64      | University of South Carolina                       | 79.1%   |
| 12      | Piedmont Technical College                          | 95.8%   | 33      | Veteran Affairs, Department of                     | 89.2%   |
| 62      | Ports Authority, State                              | 79.8%   | 25      | Vocational Rehabilitation, Department of           | 91.0%   |
| 46      | Probation, Parole, & Pardon Services, Department of | 84.2%   | 73      | Wil Lou Gray Opportunity School                    | 73.5%   |
| 44      | Public Employee Benefits Authority                  | 85.2%   | 39      | Williamsburg Technical College                     | 86.7%   |
| 62      | Pulic Health, SC Dept. Of                           | 79.8%   | 24      | Winthrop University                                | 91.1%   |
| 27      | Public Safety, Department of                        | 90.7%   | 24      | Workers Compensation                               | 91.1%   |
| 72      | Public Service Commission                           | 74.3%   | 5       | York Technical College                             | 97.8%   |

# PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

## CHART D

### AMONG FOUR-YEAR COLLEGES AND UNIVERSITIES

| RANKING | AGENCY                               | PERCENT |
|---------|--------------------------------------|---------|
| 1       | Winthrop University                  | 91.1%   |
| 2       | Francis Marion University            | 90.1%   |
| 3       | Coastal Carolina University          | 80.5%   |
| 4       | Citadel                              | 79.5%   |
| 5       | University of South Carolina         | 79.1%   |
| 6       | College of Charleston                | 78.3%   |
| 7       | Clemson University                   | 77.4%   |
| 8       | Medical University of South Carolina | 75.6%   |
| 9       | South Carolina State University      | 73.2%   |
| 10      | Lander University                    | 67.5%   |

### AMONG TECHNICAL COLLEGES

| RANKING | AGENCY                                  | PERCENT |
|---------|---|---------|
| 1       | York Technical College                  | 97.8%   |
| 2       | Aiken Technical College                 | 97.6%   |
| 3       | Greenville Technical College            | 96.6%   |
| 4       | Piedmont Technical College              | 95.8%   |
| 5       | Technical College of the Lowcountry     | 95.0%   |
| 6       | Spartanburg Technical Community College | 94.5%   |
| 7       | Orangeburg-Calhoun Technical College    | 92.9%   |
| 8       | Trident Technical College               | 92.5%   |
| 9       | Midland's Technical College             | 89.9%   |
| 10      | Horry-Georgetown Technical College      | 88.9%   |
| 10      | Central Carolina Technical College      | 88.9%   |
| 11      | Williamsburg Technical College          | 86.7%   |
| 12      | Florence-Darlington Technical College   | 85.9%   |
| 13      | Northeastern Technical College          | 80.8%   |
| 14      | Tri-County Technical College            | 80.4%   |
| 15      | Denmark Technical College               | 79.1%   |

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## Explanation of Agency Charts

# SECTION V



## Explanation of Agency Charts

Pages 51 through 163 provide an evaluation of each agency's progress toward meeting goals over a one-year period (**October 1, 2023, through September 30, 2024**). 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 (803) 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 may be subdivided into two or more categories. Goals would then be established for the larger group. A general description of the kinds of jobs assigned to each EEO code follows:

#### E1) Executives:

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

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

#### E2) Professionals:

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

#### E3) Technicians:

Includes employees required to possess a combination of basic scientific or technical knowledge and manual skills 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, firefighters, 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 paperwork required in an office. Includes bookkeepers, messengers, office machine 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 skills 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 groundskeepers, refuse collectors, construction laborers, and kindred workers.

C1) Executive (Non-Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized area or subdivision thereof. Includes persons who work in non-academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivisions, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise

discretion and independent 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 persons who work in academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent 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 persons with academic rank, Research Associates, Teaching Associates, and kindred workers.

C9) Other (Non-Academic):

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



**T1) Executives (Unclassified Institutional Officers):**

Includes unclassified employees whose assignments require very broad executive management and policy-making responsibility on institution-wide areas. Includes persons who work in positions requiring the performance of work directly related to the 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 policymaking, 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 of Education, Vice-President of Business, Vice-President of Student Affairs, and Vice-President of Development.

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

Includes unclassified employees whose assignments require very broad management and policy-making responsibility on an institution-wide basis of a customarily recognized and very broad division or larger unit. Includes people who work in positions that require the performance of work directly related to the management of the institution or division. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise high-level decision-making and highly independent 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, 2024**. For purposes of the report, the following race/sex categories are used:

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

The information showing in the number (#) blocks of sections 2 and 5 was provided by each agency, college or university, or technical school and was reviewed for accuracy by agency representatives prior to the writing of this report. The percentage (%) of each race/sex group was computed by dividing the number (#) of each race/sex group by the total number (#) of persons in the EEO category. Please note that percentages may not add up to exactly 100% due to rounding.

## 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 the 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 (percentages are rounded to the nearest 0.1%). 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 10/01/2023 – 9/30/2024**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between **October 1, 2023, through September 30, 2024**. The information was obtained and calculated in the same manner as the information in Column Two. Again, percentages may not add up to exactly 100% due to rounding. Transactions counted in Column Five include positions filled by means of new hires, internal promotions, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements, and transfers from one state agency to another.

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

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

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

The percentage of goals achieved is calculated by dividing the percent employed (in Column Two) by the percent available (in Column Three). In race/sex groups where underutilization is less than one whole person, an asterisk will appear in the appropriate blocks.

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State Agencies' Workforce

# SECTION VI



## SC State Accident Fund

Agency Director: Erin Farthing

EEO Officer: B. Lee Greer, Jr.

| 1                           |   | 2                             |     |     |      |      |      |       | 3   |      |      | 4                |        |       | 5   |      |      |      |    |      |       |         | 6  |         |  |
|-----------------------------|---|-------------------------------|-----|-----|------|------|------|-------|---|------|------|------------------|--------|-------|---|------|------|------|----|------|-------|---------|--|---------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |     |     |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |        |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |    |      |       |         | % of Goals Met Based on<br>Adjusted Availability |         |  |
|                             |   | 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     | 4.2   | 35.3 | 7.3  | 4.2 *            | No     | 7.3 * |   |      |      |      |    |      |       | 0.0% *  | Yes  | 0.0% *  |  |
|                             | % | 50.0                          |     |     | 50.0 |      |      | 100   |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
| E2                          | # | 7                             | 1   | 1   | 26   | 8    | 3    | 46    | 2.8   | 39.7 | 23.5 | 0.6 *            | No     | 6.1   | 2   | 1    |      | 2    |    | 1    | 6     | 78.6% * | Yes  | 74.2%   |  |
|                             | % | 15.2                          | 2.2 | 2.2 | 56.5 | 17.4 | 6.5  | 100   |   |      |      |                  |        |       | 33.3  | 16.7 |      | 33.3 |    | 16.7 | 100   |         |  |         |  |
| E3                          | # | 4                             |     |     |      |      | 1    | 5     | 6.9   | 14.8 | 5.5  | 6.9 *            | 14.8 * | 5.5 * |   |      |      |      |    |      |       | 0.0% *  | 0.0% *   | 0.0% *  |  |
|                             | % | 80.0                          |     |     |      |      | 20.0 | 100   |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
| E5,E6                       | # | 1                             |     | 1   | 7    | 2    |      | 11    | 3.9   | 49.0 | 22.2 | 3.9 *            | No     | 4.0 * |   |      | 1    | 2    |    |      | 3     | 0.0% *  | Yes  | 82.1% * |  |
|                             | % | 9.1                           |     | 9.1 | 63.6 | 18.2 |      | 100   |   |      |      |                  |        |       |   |      | 33.3 | 66.7 |    |      | 100   |         |  |         |  |
|                             | # |                               |     |     |      |      |      |       |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
|                             | % |                               |     |     |      |      |      |       |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
|                             | # |                               |     |     |      |      |      |       |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
|                             | % |                               |     |     |      |      |      |       |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
|                             | # |                               |     |     |      |      |      |       |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
|                             | % |                               |     |     |      |      |      |       |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
|                             | # |                               |     |     |      |      |      |       |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |
|                             | % |                               |     |     |      |      |      |       |   |      |      |                  |        |       |   |      |      |      |    |      |       |         |  |         |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **100.0%**

Level of Goal Attainment for 2023: **97.0%**

Level of Goal Attainment for 2024: **89.2%**

## Adjutant General's Office

Agency Director: MG R. Van McCarty

EEO Officer: Robert Faulk

| 1                           | 2                             |       |      |     |      |      |       | 3   |      |      | 4                |      |      | 5   |       |      |       |      |      |       | 6  |      |       |       |
|-----------------------------|-------------------------------|-------|------|-----|------|------|-------|---|------|------|------------------|------|------|---|-------|------|-------|------|------|-------|--|------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |       |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |       |      |      |       | % of Goals Met Based on<br>Adjusted Availability |      |       |       |
|                             | 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    |     | 8    |      |       | 18  | 5.0  | 33.9 | 9.8              | No   | No   | 9.8   |       |      |       | 1    |      |       | 1  | Yes  | Yes   | 0.0%  |
|                             | %                             | 50.0  | 5.6  |     | 44.4 |      |       | 100   |      |      |                  |      |      |   |       |      | 100.0 |      |      | 100   |  |      |       |       |
| E2                          | #                             | 34    | 6    | 2   | 34   | 11   |       | 87  | 6.0  | 33.7 | 11.3             | No   | No   | No  | 4     |      | 1     | 8    | 2    |       | 15   | Yes  | Yes   | Yes   |
|                             | %                             | 39.1  | 6.9  | 2.3 | 39.1 | 12.6 |       | 100   |      |      |                  |      |      |   | 26.7  |      | 6.7   | 53.3 | 13.3 |       | 100  |      |       |       |
| E3                          | #                             | 5     | 2    |     | 2    | 2    |       | 11  | 5.9  | 25.9 | 19.1             | No   | 7.7  | 0.9   |       | 1    |       |      | 1    |       | 2  | Yes  | 70.2% | 95.4% |
|                             | %                             | 45.5  | 18.2 |     | 18.2 | 18.2 |       | 100   |      |      |                  |      |      |   |       | 50.0 |       |      | 50.0 |       | 100  |      |       |       |
| E4                          | #                             | 1     |      |     |      |      |       | 1   | 6.0  | 15.9 | 6.3              | 6.0  | 15.9 | 6.3   |       |      |       |      |      |       |  | 0.0% | 0.0%  | 0.0%  |
|                             | %                             | 100.0 |      |     |      |      |       | 100   |      |      |                  |      |      |   |       |      |       |      |      |       |  |      |       |       |
| E5,E6                       | #                             | 1     |      |     | 3    | 2    |       | 6   | 3.3  | 45.3 | 17.9             | 3.3  | No   | No  |       |      |       |      |      |       |  | 0.0% | Yes   | Yes   |
|                             | %                             | 16.7  |      |     | 50.0 | 33.3 |       | 100   |      |      |                  |      |      |   |       |      |       |      |      |       |  |      |       |       |
| E7                          | #                             | 2     |      |     |      |      |       | 2   | 14.7 | 16.5 | 7.2              | 14.7 | 16.5 | 7.2   | 1     |      |       |      |      |       | 1  | 0.0% | 0.0%  | 0.0%  |
|                             | %                             | 100.0 |      |     |      |      |       | 100   |      |      |                  |      |      |   | 100.0 |      |       |      |      |       | 100  |      |       |       |
| E8                          | #                             | 5     |      |     |      | 1    |       | 6   | 8.9  | 33.8 | 13.5             | 8.9  | 33.8 | No  |       |      |       |      |      |       |  | 0.0% | 0.0%  | Yes   |
|                             | %                             | 83.3  |      |     |      | 16.7 |       | 100   |      |      |                  |      |      |   |       |      |       |      |      |       |  |      |       |       |
|                             | #                             |       |      |     |      |      |       |   |      |      |                  |      |      |   |       |      |       |      |      |       |  |      |       |       |
|                             | %                             |       |      |     |      |      |       |   |      |      |                  |      |      |   |       |      |       |      |      |       |  |      |       |       |
|                             | #                             |       |      |     |      |      |       |   |      |      |                  |      |      |   |       |      |       |      |      |       |  |      |       |       |
|                             | %                             |       |      |     |      |      |       |   |      |      |                  |      |      |   |       |      |       |      |      |       |  |      |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **90.7%**  
Level of Goal Attainment for 2023: **86.5%**  
Level of Goal Attainment for 2024: **82.0%**

## Department of Administration

Agency Director: Marcia Adams

EEO Officer: Jenene Powe

| 1                           |   | 2                             |      |      |      |      |     |       | 3   |      |      | 4                |     |     | 5   |      |      |      |      |     |       |       | 6  |       |  |
|-----------------------------|---|-------------------------------|------|------|------|------|-----|-------|---|------|------|------------------|-----|-----|---|------|------|------|------|-----|-------|-------|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |      |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |     |       |       | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | 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                            | 1    | 1    | 19   | 4    |     | 55    | 11.3  | 21.7 | 9.4  | 9.5              | No  | 2.1 | 4   |      |      | 5    | 2    |     | 11    | 15.9% | Yes  | 77.3% |  |
|                             | % | 54.5                          | 1.8  | 1.8  | 34.5 | 7.3  |     | 100   |   |      |      |                  |     |     | 36.4  |      |      | 45.5 | 18.2 |     | 100   |       |  |       |  |
| E2                          | # | 105                           | 31   | 11   | 90   | 51   | 14  | 302   | 10.8  | 25.4 | 16.8 | 0.5              | No  | No  | 33  | 11   | 3    | 38   | 24   | 8   | 117   | 95.5% | Yes  | Yes   |  |
|                             | % | 34.8                          | 10.3 | 3.6  | 29.8 | 16.9 | 4.6 | 100   |   |      |      |                  |     |     | 28.2  | 9.4  | 2.6  | 32.5 | 20.5 | 6.8 | 100   |       |  |       |  |
| E3                          | # | 7                             | 4    | 4    | 2    | 3    |     | 20    | 17.0  | 13.9 | 18.0 | No               | 3.9 | 3.0 | 3   |      | 2    |      |      |     | 5     | Yes   | 72.0%  | 83.3% |  |
|                             | % | 35.0                          | 20.0 | 20.0 | 10.0 | 15.0 |     | 100   |   |      |      |                  |     |     | 60.0  |      | 40.0 |      |      |     | 100   |       |  |       |  |
| E5,E6                       | # | 1                             | 2    |      | 9    | 8    | 1   | 21    | 6.8   | 42.6 | 25.4 | No               | No  | No  |   |      |      | 3    | 2    |     | 5     | Yes   | Yes  | Yes   |  |
|                             | % | 4.8                           | 9.5  |      | 42.9 | 38.1 | 4.8 | 100   |   |      |      |                  |     |     |   |      |      | 60.0 | 40.0 |     | 100   |       |  |       |  |
| E7,E8                       | # | 48                            | 21   |      | 4    | 9    | 2   | 84    | 23.2  | 8.0  | 12.5 | No               | 3.2 | 1.8 | 4   | 4    |      | 1    | 2    |     | 11    | Yes   | 59.8%  | 85.9% |  |
|                             | % | 57.1                          | 25.0 |      | 4.8  | 10.7 | 2.4 | 100   |   |      |      |                  |     |     | 36.4  | 36.4 |      | 9.1  | 18.2 |     | 100   |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |     |     |   |      |      |      |      |     |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |     |     |   |      |      |      |      |     |       |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |     |     |   |      |      |      |      |     |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |     |     |   |      |      |      |      |     |       |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |     |     |   |      |      |      |      |     |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |     |     |   |      |      |      |      |     |       |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |     |     |   |      |      |      |      |     |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |     |     |   |      |      |      |      |     |       |       |  |       |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **89.2%**

Level of Goal Attainment for 2023: **84.4%**

Level of Goal Attainment for 2024: **86.0%**

## SC Department on Aging

Agency Director: Connie Munn

EEO Officer: Cheryl Washington

| 1                           |   | 2                             |     |    |      |      |     |       | 3   |      |      | 4                |      |     | 5   |      |    |       |      |     |       |       | 6  |      |  |
|-----------------------------|---|-------------------------------|-----|----|------|------|-----|-------|---|------|------|------------------|------|-----|---|------|----|-------|------|-----|-------|-------|--|------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |     |    |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |    |       |      |     |       |       | % of Goals Met Based on<br>Adjusted Availability |      |  |
|                             |   | 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   |    | 6    | 7    |     | 15    | 5.3   | 38.0 | 19.1 | No               | No   | No  |   |      |    |       | 2    |     | 2     | Yes   | Yes  | Yes  |  |
|                             | % | 6.7                           | 6.7 |    | 40.0 | 46.7 |     | 100   |   |      |      |                  |      |     |   |      |    | 100.0 |      | 100 |       |       |  |      |  |
| E2                          | # | 5                             | 1   |    | 10   | 16   | 1   | 33    | 5.4   | 37.2 | 17.4 | 2.4              | 6.9  | No  | 1   | 1    |    | 1     | 3    |     | 6     | 55.7% | 81.4%  | Yes  |  |
|                             | % | 15.2                          | 3.0 |    | 30.3 | 48.5 | 3.0 | 100   |   |      |      |                  |      |     | 16.7  | 16.7 |    | 16.7  | 50.0 |     | 100   |       |  |      |  |
| E3                          | # | 1                             |     |    |      |      |     | 1     | 8.7   | 13.4 | 3.0  | 8.7              | 13.4 | 3.0 |   |      |    |       |      |     |       | 0.0%  | 0.0%   | 0.0% |  |
|                             | % | 100.0                         |     |    |      |      |     | 100   |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | # |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | % |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | # |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | % |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | # |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | % |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | # |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | % |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | # |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |
|                             | % |                               |     |    |      |      |     |       |   |      |      |                  |      |     |   |      |    |       |      |     |       |       |  |      |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **78.7%**

Level of Goal Attainment for 2023: **82.1%**

Level of Goal Attainment for 2024: **89.5%**



## Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen Pierce

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |      |     | 5   |      |     |      |      |      |       | 6  |       |       |       |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------|-----|---|------|-----|------|------|------|-------|--|-------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |       |       |       |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM  | WF   | BF   | OF   | TOTAL | BM   | WF    | BF    |       |
| E1,E2                       | #                             | 79   | 11   | 5    | 82   | 15   | 10    | 202   | 11.5 | 21.5 | 9.3              | 6.1  | No  | 1.9   | 17   | 3   | 2    | 17   | 2    | 2     | 43   | 47.1% | Yes   | 79.2% |
|                             | %                             | 39.1 | 5.4  | 2.5  | 40.6 | 7.4  | 5.0   | 100   |      |      |                  |      |     |   | 39.5 | 7.0 | 4.7  | 39.5 | 4.7  | 4.7   | 100  |       |       |       |
| E3                          | #                             | 15   | 2    | 1    | 6    |      |       | 24  | 12.2 | 13.7 | 6.2              | 3.9  | No  | 6.2   | 7    |     |      | 2    |      |       | 9  | 67.8% | Yes   | 0.0%  |
|                             | %                             | 62.5 | 8.3  | 4.2  | 25.0 |      |       | 100   |      |      |                  |      |     |   | 77.8 |     |      | 22.2 |      |       | 100  |       |       |       |
| E5                          | #                             |      |      |      | 7    | 1    |       | 8   | 2.6  | 60.5 | 19.8             | 2.6  | No  | 7.3   |      |     |      | 2    |      | 2     | 4  | 0.0%  | Yes   | 63.2% |
|                             | %                             |      |      |      | 87.5 | 12.5 |       |   |      |      |                  |      |     |   |      |     | 50.0 |      | 50.0 | 100   |  |       |       |       |
| E7                          | #                             | 1    |      | 1    |      |      |       | 2   | 29.1 | 2.3  | 1.3              | 29.1 | 2.3 | 1.3   | 1    |     | 1    |      |      |       | 2  | 0.0%  | 0.0%  | 0.0%  |
|                             | %                             | 50.0 |      | 50.0 |      |      |       | 100   |      |      |                  |      |     |   | 50.0 |     | 50.0 |      |      |       | 100  |       |       |       |
| E8                          | #                             | 6    | 1    |      | 1    |      |       | 8   | 16.1 | 12.7 | 8.3              | 3.6  | 0.2 | 8.3   |      |     |      |      |      |       |  | 77.4% | 98.2% | 0.0%  |
|                             | %                             | 75.0 | 12.5 |      | 12.5 |      |       | 100   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |     |      |      |      |       |  |       |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **76.5%**

Level of Goal Attainment for 2023: **70.0%**

Level of Goal Attainment for 2024: **73.3%**

## SC Department of Alcohol & Other Drug Abuse Services

Agency Director: Sara Goldsby

EEO Officer: Angela Outing

| 1                           |   | 2                             |       |      |      |      |     |       | 3   |      |      | 4                |                   |                  | 5   |    |    |       |    |     |       |                   | 6  |                   |  |
|-----------------------------|---|-------------------------------|-------|------|------|------|-----|-------|---|------|------|------------------|-------------------|------------------|---|----|----|-------|----|-----|-------|-------------------|--|-------------------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |       |      |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                   |                  | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |       |    |     |       |                   | % of Goals Met Based on<br>Adjusted Availability |                   |  |
|                             |   | WM                            | BM    | OM   | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF                | BF               | WM  | BM | OM | WF    | BF | OF  | TOTAL | BM                | WF   | BF                |  |
| E1                          | # | 2                             |       | 1    | 2    | 3    |     | 8     | 5.2   | 23.3 | 4.1  | 5.2 <sup>*</sup> | No                | No               |   |    |    |       | 1  |     | 1     | 0.0% <sup>*</sup> | Yes  | Yes               |  |
|                             | % | 25.0                          |       | 12.5 | 25.0 | 37.5 |     | 100   |   |      |      |                  |                   |                  |   |    |    | 100.0 |    | 100 |       |                   |  |                   |  |
| E2                          | # | 6                             | 2     | 1    | 4    | 11   | 1   | 25    | 4.6   | 35.4 | 11.2 | No               | 19.4              | No               |   |    |    |       |    |     |       | Yes               | 45.2%  | Yes               |  |
|                             | % | 24.0                          | 8.0   | 4.0  | 16.0 | 44.0 | 4.0 | 100   |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
| E3                          | # |                               | 1     |      |      |      |     | 1     | 7.8   | 13.0 | 3.2  | No               | 13.0 <sup>*</sup> | 3.2 <sup>*</sup> |   |    |    |       |    |     |       | Yes               | 0.0% <sup>*</sup>                                | 0.0% <sup>*</sup> |  |
|                             | % |                               | 100.0 |      |      |      |     | 100   |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | # |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | % |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | # |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | % |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | # |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | % |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | # |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | % |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | # |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |
|                             | % |                               |       |      |      |      |     |       |   |      |      |                  |                   |                  |   |    |    |       |    |     |       |                   |  |                   |  |

**Legend:**

WM = White Male

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WF = White Female

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OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **93.2%**

Level of Goal Attainment for 2023: **92.6%**

Level of Goal Attainment for 2024: **90.9%**

## SC Department of Archives and History

Agency Director: W. Eric Emerson

EEO Officer: Brenda House

| 1                           |   | 2                             |     |    |      |       |    |       | 3   |      |      | 4                |     |    | 5   |    |    |      |      |    |       | 6  |       |       |
|-----------------------------|---|-------------------------------|-----|----|------|-------|----|-------|---|------|------|------------------|-----|----|---|----|----|------|------|----|-------|--|-------|-------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |     |    |      |       |    |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |      |      |    |       | % of Goals Met Based on<br>Adjusted Availability |       |       |
|                             |   | WM                            | BM  | OM | WF   | BF    | OF | TOTAL | BM  | WF   | BF   | BM               | WF  | BF | WM  | BM | OM | WF   | BF   | OF | TOTAL | BM   | WF    | BF    |
| E1                          | # | 2                             |     |    | 1    | 1     |    | 4     | 4.6   | 43.9 | 12.3 | 4.6              | *   | *  |   |    |    |      |      |    |       | 0.0%   | *     | 56.9% |
|                             | % | 50.0                          |     |    | 25.0 | 25.0  |    | 100   |   |      |      |                  |     | No |   |    |    |      |      |    |       |  |       | Yes   |
| E2                          | # | 15                            | 2   |    | 11   | 4     |    | 32    | 3.9   | 37.1 | 6.8  | No               | 2.7 | *  | 3   |    |    | 3    | 1    |    | 7     | Yes  | 92.8% | *     |
|                             | % | 46.9                          | 6.3 |    | 34.4 | 12.5  |    | 100   |   |      |      |                  |     | No | 42.9  |    |    | 42.9 | 14.3 |    | 100   |  |       | Yes   |
| E3,E5                       | # |                               |     |    |      | 2     |    | 2     | 19.1  | 24.7 | 21.0 | 19.1             | *   | *  |   |    |    |      |      |    |       | 0.0%   | *     | 0.0%  |
|                             | % |                               |     |    |      | 100.0 |    | 100   |   |      |      |                  |     | No |   |    |    |      |      |    |       |  |       | Yes   |
|                             | # |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | % |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | # |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | % |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | # |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | % |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | # |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | % |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | # |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | % |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | # |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |
|                             | % |                               |     |    |      |       |    |       |   |      |      |                  |     |    |   |    |    |      |      |    |       |  |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **91.0%**  
Level of Goal Attainment for 2023: **94.5%**  
Level of Goal Attainment for 2024: **91.6%**

## S.C. Arts Commission

Agency Director: David Platts

EEO Officer: Victoria McCurry

| 1                           |   | 2                             |     |     |      |      |     |       | 3   |      |      | 4                |        |       | 5   |    |    |      |      |      |       | 6  |        |        |
|-----------------------------|---|-------------------------------|-----|-----|------|------|-----|-------|---|------|------|------------------|--------|-------|---|----|----|------|------|------|-------|--|--------|--------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |     |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |        |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |        |        |
|                             |   | 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     | 11.4  | 17.6 | 3.8  | 11.4 *           | No     | No    |   |    |    |      |      |      |       | 0.0% *   | Yes    | Yes    |
|                             | % |                               |     |     | 66.7 | 33.3 |     | 100   |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
| E2                          | # | 2                             | 1   | 1   | 8    | 6    | 1   | 19    | 7.4   | 32.6 | 17.1 | 2.1 *            | No     | No    |   |    |    | 1    | 4    | 1    | 6     | 71.4% *  | Yes    | Yes    |
|                             | % | 10.5                          | 5.3 | 5.3 | 42.1 | 31.6 | 5.3 | 100   |   |      |      |                  |        |       |   |    |    | 16.7 | 66.7 | 16.7 | 100   |  |        |        |
| E3                          | # | 1                             |     |     |      |      |     | 1     | 12.9  | 12.1 | 5.9  | 12.9 *           | 12.1 * | 5.9 * |   |    |    |      |      |      |       | 0.0% *   | 0.0% * | 0.0% * |
|                             | % | 100.0                         |     |     |      |      |     | 100   |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |        |       |   |    |    |      |      |      |       |  |        |        |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **82.0%**

Level of Goal Attainment for 2023: **95.1%**

Level of Goal Attainment for 2024: **94.3%**

## Attorney General's Office

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

| 1                           | 2                             |      |      |     |       |      |       | 3   |      |      | 4                |     |    | 5   |      |      |       |      |      |       | 6  |       |     |      |
|-----------------------------|-------------------------------|------|------|-----|-------|------|-------|---|------|------|------------------|-----|----|---|------|------|-------|------|------|-------|--|-------|-----|------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |       |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |       |      |      |       | % of Goals Met Based on<br>Adjusted Availability |       |     |      |
|                             | WM                            | BM   | OM   | WF  | BF    | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF | WM  | BM   | OM   | WF    | BF   | OF   | TOTAL | BM   | WF    | BF  |      |
| E1                          | #                             | 18   | 1    |     | 17    | 8    | 1     | 45  | 9.0  | 32.6 | 10.8             | 6.8 | No | No  |      |      |       | 1    |      |       | 1  | 24.4% | Yes | Yes  |
|                             | %                             | 40.0 | 2.2  |     | 37.8  | 17.8 | 2.2   | 100   |      |      |                  |     |    |   |      |      | 100.0 |      |      | 100   |  |       |     |      |
| E2                          | #                             | 71   | 15   | 3   | 78    | 27   | 9     | 203   | 7.5  | 30.0 | 12.3             | 0.1 | No | No  | 21   | 7    |       | 19   | 4    | 7     | 58   | 98.7% | Yes | Yes  |
|                             | %                             | 35.0 | 7.4  | 1.5 | 38.4  | 13.3 | 4.4   | 100   |      |      |                  |     |    |   | 36.2 | 12.1 |       | 32.8 | 6.9  | 12.1  | 100  |       |     |      |
| E2A,E2B,E2D                 | #                             | 2    | 2    | 1   | 7     | 9    |       | 21  | 6.5  | 28.0 | 22.9             | No  | No | No  |      |      |       |      |      |       |  | Yes   | Yes | Yes  |
|                             | %                             | 9.5  | 9.5  | 4.8 | 33.3  | 42.9 |       | 100   |      |      |                  |     |    |   |      |      |       |      |      |       |  |       |     |      |
| E3                          | #                             |      | 2    |     | 1     | 1    |       | 4   | 11.1 | 14.1 | 7.5              | No  | No | No  |      |      |       | 1    |      |       | 1  | Yes   | Yes | Yes  |
|                             | %                             |      | 50.0 |     | 25.0  | 25.0 |       | 100   |      |      |                  |     |    |   |      |      | 100.0 |      |      | 100   |  |       |     |      |
| E5                          | #                             | 2    | 1    |     | 14    | 4    | 3     | 24  | 2.1  | 56.4 | 13.9             | No  | No | No  | 1    |      |       | 3    | 1    | 1     | 6  | Yes   | Yes | Yes  |
|                             | %                             | 8.3  | 4.2  |     | 58.3  | 16.7 | 12.5  | 100   |      |      |                  |     |    |   | 16.7 |      |       | 50.0 | 16.7 | 16.7  | 100  |       |     |      |
| E8                          | #                             |      |      |     | 1     |      |       | 1   | 5.9  | 38.8 | 19.7             | 5.9 | No | 19.7  |      |      |       |      |      |       |  | 0.0%  | Yes | 0.0% |
|                             | %                             |      |      |     | 100.0 |      |       | 100   |      |      |                  |     |    |   |      |      |       |      |      |       |  |       |     |      |
|                             | #                             |      |      |     |       |      |       |   |      |      |                  |     |    |   |      |      |       |      |      |       |  |       |     |      |
|                             | %                             |      |      |     |       |      |       |   |      |      |                  |     |    |   |      |      |       |      |      |       |  |       |     |      |
|                             | #                             |      |      |     |       |      |       |   |      |      |                  |     |    |   |      |      |       |      |      |       |  |       |     |      |
|                             | %                             |      |      |     |       |      |       |   |      |      |                  |     |    |   |      |      |       |      |      |       |  |       |     |      |
|                             | #                             |      |      |     |       |      |       |   |      |      |                  |     |    |   |      |      |       |      |      |       |  |       |     |      |
|                             | %                             |      |      |     |       |      |       |   |      |      |                  |     |    |   |      |      |       |      |      |       |  |       |     |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **88.4%**  
Level of Goal Attainment for 2023: **91.7%**  
Level of Goal Attainment for 2024: **95.2%**

Agency Director: George L. Kennedy, III  
EEO Officer: Angie Morgan

|                  |  |                                      |                                      |                              |
|------------------|--|--------------------------------------|--------------------------------------|------------------------------|
| Legend:          | WM = White Male<br>WF = White Female   | BM = Black Male<br>BF = Black Female | OM = Other Male<br>OF = Other Female | # = Number<br>% = Percentage |
| Notes:           | <ul style="list-style-type: none"> <li>• See Section IV and Section V for more information on the computational algorithms.</li> <li>• If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.</li> <li>• A red asterisk (*) indicates no goal established because the underutilization is less than one whole person.</li> </ul> |                                      |                                      |                              |
| Goal Attainment: | Level of Goal Attainment for 2022: <b>90.8%</b><br>Level of Goal Attainment for 2023: <b>85.1%</b><br>Level of Goal Attainment for 2024: <b>87.9%</b>  |                                      |                                      |                              |

## Commission for the Blind

Agency Director: Darline Graham  
EEO Officer: Luis Gamarra Mendoza

| 1                           |   | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |                  |    | 5   |       |    |      |      |      |       |     | 6  |     |  |
|-----------------------------|---|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------------------|----|---|-------|----|------|------|------|-------|-----|--|-----|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |    |      |      |      |       |     | % of Goals Met Based on<br>Adjusted Availability |     |  |
|                             |   | 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    | 2    | 1    |      | 8     | 4.8   | 25.1 | 6.4  | No               | 0.1 <sup>*</sup> | No | 1   |       |    | 1    |      |      | 2     | Yes | 99.8% <sup>*</sup>                               | Yes |  |
|                             | % | 37.5                          | 12.5 | 12.5 | 25.0 | 12.5 |      | 100   |   |      |      |                  |                  |    | 50.0  |       |    | 50.0 |      |      | 100   |     |  |     |  |
| E2                          | # | 7                             | 7    |      | 24   | 24   | 2    | 64    | 6.4   | 37.2 | 20.9 | No               | No               | No | 3   | 2     |    | 8    | 1    |      | 14    | Yes | Yes  | Yes |  |
|                             | % | 10.9                          | 10.9 |      | 37.5 | 37.5 | 3.1  | 100   |   |      |      |                  |                  |    | 21.4  | 14.3  |    | 57.1 | 7.1  |      | 100   |     |  |     |  |
| E3,E5                       | # | 2                             | 1    |      | 3    | 4    | 3    | 13    | 4.9   | 42.3 | 15.9 | No               | 19.2             | No | 1   |       |    | 2    | 1    | 1    | 5     | Yes | 54.6%  | Yes |  |
|                             | % | 15.4                          | 7.7  |      | 23.1 | 30.8 | 23.1 | 100   |   |      |      |                  |                  |    | 20.0  |       |    | 40.0 | 20.0 | 20.0 | 100   |     |  |     |  |
| E7,E8                       | # | 3                             | 1    |      |      | 1    |      | 5     | 10.1  | 5.2  | 4.9  | No               | 5.2 <sup>*</sup> | No |   | 1     |    |      |      |      | 1     | Yes | 0.0% <sup>*</sup>                                | Yes |  |
|                             | % | 60.0                          | 20.0 |      |      | 20.0 |      | 100   |   |      |      |                  |                  |    |   | 100.0 |    |      |      |      | 100   |     |  |     |  |
|                             | # |                               |      |      |      |      |      |       |   |      |      |                  |                  |    |   |       |    |      |      |      |       |     |  |     |  |
|                             | % |                               |      |      |      |      |      |       |   |      |      |                  |                  |    |   |       |    |      |      |      |       |     |  |     |  |
|                             | # |                               |      |      |      |      |      |       |   |      |      |                  |                  |    |   |       |    |      |      |      |       |     |  |     |  |
|                             | % |                               |      |      |      |      |      |       |   |      |      |                  |                  |    |   |       |    |      |      |      |       |     |  |     |  |
|                             | # |                               |      |      |      |      |      |       |   |      |      |                  |                  |    |   |       |    |      |      |      |       |     |  |     |  |
|                             | % |                               |      |      |      |      |      |       |   |      |      |                  |                  |    |   |       |    |      |      |      |       |     |  |     |  |
|                             | # |                               |      |      |      |      |      |       |   |      |      |                  |                  |    |   |       |    |      |      |      |       |     |  |     |  |
|                             | % |                               |      |      |      |      |      |       |   |      |      |                  |                  |    |   |       |    |      |      |      |       |     |  |     |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **89.6%**  
Level of Goal Attainment for 2023: **91.9%**  
Level of Goal Attainment for 2024: **95.9%**

## SC Department of Children's Advocacy

Agency Director: Amanda Whittle

EEO Officer: Christa Wiebelt

| 1                           | 2                             |     |     |      |       |      |       | 3   |      |      | 4                |        |    | 5   |      |     |      |      |      |       | 6  |        |     |     |
|-----------------------------|-------------------------------|-----|-----|------|-------|------|-------|---|------|------|------------------|--------|----|---|------|-----|------|------|------|-------|--|--------|-----|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |     |     |      |       |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |        |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |        |     |     |
|                             | WM                            | BM  | OM  | WF   | BF    | OF   | TOTAL | BM  | WF   | BF   | BM               | WF     | BF | WM  | BM   | OM  | WF   | BF   | OF   | TOTAL | BM   | WF     | BF  |     |
| E1                          | #                             | 1   | 2   |      | 13    | 8    | 1     | 25  | 6.1  | 31.9 | 21.3             | No     | No | No  |      |     |      | 4    | 1    |       | 5  | Yes    | Yes | Yes |
|                             | %                             | 4.0 | 8.0 |      | 52.0  | 32.0 | 4.0   | 100   |      |      |                  |        |    |   |      |     | 80.0 | 20.0 |      | 100   |  |        |     |     |
| E2                          | #                             | 11  | 8   |      | 74    | 76   | 6     | 175   | 3.8  | 41.2 | 37.4             | No     | No | No  | 6    | 2   |      | 18   | 28   | 5     | 59   | Yes    | Yes | Yes |
|                             | %                             | 6.3 | 4.6 |      | 42.3  | 43.4 | 3.4   | 100   |      |      |                  |        |    |   | 10.2 | 3.4 |      | 30.5 | 47.5 | 8.5   | 100  |        |     |     |
| E3                          | #                             |     |     |      | 1     |      | 1     | 16.2  | 14.6 | 16.3 | 16.2 *           | 14.6 * | No |   |      |     |      |      |      |       | 0.0% *   | 0.0% * | Yes |     |
|                             | %                             |     |     |      | 100.0 |      | 100   |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
| E5                          | #                             |     |     | 2    | 2     |      | 4     | 3.6   | 49.6 | 24.9 | 3.6 *            | No     | No |   |      |     |      |      |      |       | 0.0% *   | Yes    | Yes |     |
|                             | %                             |     |     | 50.0 | 50.0  |      | 100   |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
| E6                          | #                             |     |     |      | 4     |      | 4     | 4.0   | 51.8 | 22.2 | 4.0 *            | 51.8   | No |   |      |     |      |      |      |       | 0.0% *   | 0.0%   | Yes |     |
|                             | %                             |     |     |      | 100.0 |      | 100   |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
|                             | #                             |     |     |      |       |      |       |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
|                             | %                             |     |     |      |       |      |       |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
|                             | #                             |     |     |      |       |      |       |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
|                             | %                             |     |     |      |       |      |       |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
|                             | #                             |     |     |      |       |      |       |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
|                             | %                             |     |     |      |       |      |       |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
|                             | #                             |     |     |      |       |      |       |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |
|                             | %                             |     |     |      |       |      |       |   |      |      |                  |        |    |   |      |     |      |      |      |       |  |        |     |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **86.4%**  
Level of Goal Attainment for 2023: **90.5%**  
Level of Goal Attainment for 2024: **90.9%**



## The Citadel - Military College of South Carolina (Page 1 of 2)

President : Gen Glenn M. Walters

EEO Officer: Robert Pickering

| 1                           | 2                             |      |      |      |      |      |     |       | 3   |      |      | 4                |     |       | 5   |      |      |       |     |      |       |         | 6  |         |  |
|-----------------------------|-------------------------------|------|------|------|------|------|-----|-------|---|------|------|------------------|-----|-------|---|------|------|-------|-----|------|-------|---------|--|---------|--|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |       |     |      |       |         | % of Goals Met Based on<br>Adjusted Availability |         |  |
|                             |                               | WM   | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF  | BF    | WM  | BM   | OM   | WF    | BF  | OF   | TOTAL | BM      | WF   | BF      |  |
| C1,C2,E1                    | #                             | 26   | 4    | 1    | 25   | 2    | 2   | 60    | 3.1   | 32.1 | 6.0  | No               | No  | 2.7   | 3   | 1    | 1    | 5     | 1   |      | 11    | Yes     | Yes  | 54.7%   |  |
|                             | %                             | 43.3 | 6.7  | 1.7  | 41.7 | 3.3  | 3.3 | 100   |   |      |      |                  |     |       | 27.3  | 9.1  | 9.1  | 45.5  | 9.1 |      | 100   |         |  |         |  |
| C3                          | #                             | 41   |      | 3    | 14   | 1    | 6   | 65    | 1.5   | 30.7 | 1.6  | 1.5 *            | 9.2 | 0.1 * | 5   |      | 1    | 3     |     |      | 9     | 0.0% *  | 70.0%  | 94.7% * |  |
|                             | %                             | 63.1 |      | 4.6  | 21.5 | 1.5  | 9.2 | 100   |   |      |      |                  |     |       | 55.6  |      | 11.1 | 33.3  |     |      | 100   |         |  |         |  |
| C4                          | #                             | 30   | 2    | 4    | 29   | 1    | 6   | 72    | 5.0   | 28.9 | 3.6  | 2.2              | No  | 2.2   | 7   | 1    | 2    | 3     |     | 1    | 14    | 55.7%   | Yes  | 39.1%   |  |
|                             | %                             | 41.7 | 2.8  | 5.6  | 40.3 | 1.4  | 8.3 | 100   |   |      |      |                  |     |       | 50.0  | 7.1  | 14.3 | 21.4  |     | 7.1  | 100   |         |  |         |  |
| C5,C6                       | #                             | 50   | 3    | 12   | 23   | 2    | 4   | 94    | 4.2   | 32.4 | 5.3  | 1.0 *            | 7.9 | 3.2   | 9   |      | 3    | 6     |     | 2    | 20    | 76.8% * | 75.6%  | 39.3%   |  |
|                             | %                             | 53.2 | 3.2  | 12.8 | 24.5 | 2.1  | 4.3 | 100   |   |      |      |                  |     |       | 45.0  |      | 15.0 | 30.0  |     | 10.0 | 100   |         |  |         |  |
| C8,C9                       | #                             | 28   | 9    |      | 10   |      |     | 47    | 6.3   | 30.9 | 5.2  | No               | 9.6 | 5.2   | 7   | 2    |      | 2     |     |      | 11    | Yes     | 69.0%  | 0.0%    |  |
|                             | %                             | 59.6 | 19.1 |      | 21.3 |      |     | 100   |   |      |      |                  |     |       | 63.6  | 18.2 |      | 18.2  |     |      | 100   |         |  |         |  |
| E2                          | #                             | 35   | 5    | 2    | 71   | 14   | 5   | 132   | 3.8   | 43.0 | 14.7 | No               | No  | 4.1   | 1   |      |      | 17    | 2   | 5    | 25    | Yes     | Yes  | 72.1%   |  |
|                             | %                             | 26.5 | 3.8  | 1.5  | 53.8 | 10.6 | 3.8 | 100   |   |      |      |                  |     |       | 4.0   |      |      | 68.0  | 8.0 | 20.0 | 100   |         |  |         |  |
| E3,E5                       | #                             | 18   | 3    | 1    | 18   | 3    | 1   | 44    | 5.6   | 33.9 | 17.4 | No               | No  | 10.6  | 5   | 1    | 1    | 7     | 1   | 1    | 16    | Yes     | Yes  | 39.1%   |  |
|                             | %                             | 40.9 | 6.8  | 2.3  | 40.9 | 6.8  | 2.3 | 100   |   |      |      |                  |     |       | 31.3  | 6.3  | 6.3  | 43.8  | 6.3 | 6.3  | 100   |         |  |         |  |
| E4                          | #                             | 10   | 2    |      | 2    | 1    |     | 15    | 12.3  | 21.0 | 6.5  | No               | 7.7 | No    | 2   |      |      | 1     |     |      | 3     | Yes     | 63.3%  | Yes     |  |
|                             | %                             | 66.7 | 13.3 |      | 13.3 | 6.7  |     | 100   |   |      |      |                  |     |       | 66.7  |      |      | 33.3  |     |      | 100   |         |  |         |  |
| E6                          | #                             |      | 1    |      | 6    | 4    |     | 11    | 4.7   | 41.2 | 24.8 | No               | No  | No    |   |      |      | 2     |     |      | 2     | Yes     | Yes  | Yes     |  |
|                             | %                             |      | 9.1  |      | 54.5 | 36.4 |     | 100   |   |      |      |                  |     |       |   |      |      | 100.0 |     |      | 100   |         |  |         |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **75.4%**  
Level of Goal Attainment for 2023: **78.0%**  
Level of Goal Attainment for 2024: **79.5%**

## The Citadel - Military College of South Carolina (Page 2 of 2)

President: Gen Glenn M. Walters

EEO Officer: Robert Pickering

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |     |                  | 5   |       |      |    |      |      |       |     | 6  |                    |                   |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|-----|------------------|---|-------|------|----|------|------|-------|-----|--|--------------------|-------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |                  | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |    |      |      |       |     | % of Goals Met Based on<br>Adjusted Availability |                    |                   |
|                             | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF               | WM  | BM    | OM   | WF | BF   | OF   | TOTAL | BM  | WF   | BF                 |                   |
| E7                          | #                             | 38   | 4    | 4   | 1    |      |       | 47  | 16.1 | 3.4  | 2.0              | 7.6 | 1.3 <sup>*</sup> | 2.0 <sup>*</sup>                              | 7     |      |    |      |      |       | 7   | 52.9%  | 61.0% <sup>*</sup> | 0.0% <sup>*</sup> |
|                             | %                             | 80.9 | 8.5  | 8.5 | 2.1  |      |       | 100   |      |      |                  |     |                  |   | 100.0 |      |    |      |      |       | 100 |  |                    |                   |
| E8                          | #                             | 5    | 7    |     | 5    | 7    | 2     | 26  | 18.4 | 18.6 | 17.8             | No  | No               | No  |       | 2    |    | 1    | 1    | 1     | 5   | Yes  | Yes                | Yes               |
|                             | %                             | 19.2 | 26.9 |     | 19.2 | 26.9 | 7.7   | 100   |      |      |                  |     |                  |   |       | 40.0 |    | 20.0 | 20.0 | 20.0  | 100 |  |                    |                   |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |                  |   |       |      |    |      |      |       |     |  |                    |                   |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **75.4%**

Level of Goal Attainment for 2023: **78.0%**

Level of Goal Attainment for 2024: **79.5%**

## Clemson University (Page 1 of 3)

President: James P. Clements  
EEO Officer: L. Jerry Knighton, Jr.

| 1                           | 2                             |       |      |      |      |      |       | 3   |     |      | 4                |     |      | 5   |      |     |       |      |     |       | 6  |       |       |       |
|-----------------------------|-------------------------------|-------|------|------|------|------|-------|---|-----|------|------------------|-----|------|---|------|-----|-------|------|-----|-------|--|-------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |       |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |       |      |     |       | % of Goals Met Based on<br>Adjusted 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                          | #                             | 6     | 2    |      | 1    | 1    |       | 10  | 3.1 | 19.2 | 1.9              | No  | 9.2  | No  | 1    |     |       |      |     |       | 1  | Yes   | 52.0% | Yes   |
|                             | %                             | 60.0  | 20.0 |      | 10.0 | 10.0 |       | 100   |     |      |                  |     |      | 100.0   |      |     |       |      |     |       | 100  |       |       |       |
| C2                          | #                             | 6     |      | 1    | 7    |      |       | 14  | 2.7 | 36.6 | 6.1              | 2.7 | No   | 6.1   |      |     | 1     |      |     |       | 1  | 0.0%  | Yes   | 0.0%  |
|                             | %                             | 42.9  |      | 7.1  | 50.0 |      |       | 100   |     |      |                  |     |      |   |      |     | 100.0 |      |     |       | 100  |       |       |       |
| C3                          | #                             | 222   | 8    | 66   | 81   | 8    | 11    | 396   | 1.7 | 28.4 | 2.1              | No  | 7.9  | 0.1   | 22   | 2   | 5     | 11   |     | 3     | 43   | Yes   | 72.1% | 95.3% |
|                             | %                             | 56.1  | 2.0  | 16.7 | 20.5 | 2.0  | 2.8   | 100   |     |      |                  |     |      |   | 51.2 | 4.7 | 11.6  | 25.6 |     | 7.0   | 100  |       |       |       |
| C4                          | #                             | 133   | 5    | 43   | 97   | 6    | 27    | 311   | 2.5 | 30.2 | 2.7              | 0.9 | No   | 0.8   | 19   | 1   | 10    | 8    | 1   | 2     | 41   | 63.7% | Yes   | 71.6% |
|                             | %                             | 42.8  | 1.6  | 13.8 | 31.2 | 1.9  | 8.7   | 100   |     |      |                  |     |      |   | 46.3 | 2.4 | 24.4  | 19.5 | 2.4 | 4.9   | 100  |       |       |       |
| C5                          | #                             | 76    | 7    | 59   | 97   | 7    | 27    | 273   | 2.3 | 32.9 | 3.4              | No  | No   | 0.8   | 19   | 2   | 15    | 15   | 3   | 7     | 61   | Yes   | Yes   | 76.4% |
|                             | %                             | 27.8  | 2.6  | 21.6 | 35.5 | 2.6  | 9.9   | 100   |     |      |                  |     |      |   | 31.1 | 3.3 | 24.6  | 24.6 | 4.9 | 11.5  | 100  |       |       |       |
| C6                          | #                             | 1     |      |      |      |      |       | 1   | 2.8 | 32.6 | 3.1              | 2.8 | 32.6 | 3.1   |      |     |       |      |     |       |  | 0.0%  | 0.0%  | 0.0%  |
|                             | %                             | 100.0 |      |      |      |      |       | 100   |     |      |                  |     |      |   |      |     |       |      |     |       |  |       |       |       |
| C7                          | #                             | 68    | 1    | 1    | 67   | 5    | 8     | 150   | 2.8 | 36.4 | 4.1              | 2.1 | No   | 0.8   | 13   |     |       | 7    |     | 1     | 21   | 25.0% | Yes   | 79.9% |
|                             | %                             | 45.3  | 0.7  | 0.7  | 44.7 | 3.3  | 5.3   | 100   |     |      |                  |     |      |   | 61.9 |     |       | 33.3 |     | 4.8   | 100  |       |       |       |
| C8                          | #                             | 27    |      | 5    | 19   |      | 3     | 54  | 2.6 | 30.4 | 3.8              | 2.6 | No   | 3.8   | 1    |     | 1     | 1    |     |       | 3  | 0.0%  | Yes   | 0.0%  |
|                             | %                             | 50.0  |      | 9.3  | 35.2 |      | 5.6   | 100   |     |      |                  |     |      |   | 33.3 |     | 33.3  | 33.3 |     |       | 100  |       |       |       |
| C9                          | #                             | 136   | 14   | 5    | 114  | 22   | 9     | 300   | 4.6 | 37.2 | 8.3              | No  | No   | 1.0   | 4    |     |       | 12   | 1   | 2     | 19   | Yes   | Yes   | 88.0% |
|                             | %                             | 45.3  | 4.7  | 1.7  | 38.0 | 7.3  | 3     | 100   |     |      |                  |     |      |   | 21.1 |     |       | 63.2 | 5.3 | 10.5  | 100  |       |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **82.2%**  
Level of Goal Attainment for 2023: **82.0%**  
Level of Goal Attainment for 2024: **77.4%**

## Clemson University (Page 2 of 3)

President: James P. Clements

EEO Officer: L. Jerry Knighton, Jr.

| 1                           | 2                             |      |     |     |       |     |       | 3   |     |      | 4                |     |      | 5   |      |     |      |       |      |       |     | 6  |       |       |
|-----------------------------|-------------------------------|------|-----|-----|-------|-----|-------|---|-----|------|------------------|-----|------|---|------|-----|------|-------|------|-------|-----|--|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |     |       |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |      |       |      |       |     | % of Goals Met Based on<br>Adjusted Availability |       |       |
|                             | WM                            | BM   | OM  | WF  | BF    | OF  | TOTAL | BM  | WF  | BF   | BM               | WF  | BF   | WM  | BM   | OM  | WF   | BF    | OF   | TOTAL | BM  | WF   | BF    |       |
| E1                          | #                             | 98   | 13  | 4   | 186   | 27  | 12    | 340   | 3.0 | 37.9 | 5.0              | No  | No   | No  | 13   | 1   |      | 14    | 3    |       | 31  | Yes  | Yes   | Yes   |
|                             | %                             | 28.8 | 3.8 | 1.2 | 54.7  | 7.9 | 3.5   | 100   |     |      |                  |     |      |   | 41.9 | 3.2 |      | 45.2  | 9.7  |       | 100 |  |       |       |
| E21                         | #                             | 173  | 17  | 15  | 434   | 47  | 22    | 708   | 4.1 | 40.0 | 6.5              | 1.7 | No   | No  | 46   | 6   | 5    | 69    | 5    | 6     | 137 | 58.1%  | Yes   | Yes   |
|                             | %                             | 24.4 | 2.4 | 2.1 | 61.3  | 6.6 | 3.1   | 100   |     |      |                  |     |      |   | 33.6 | 4.4 | 3.6  | 50.4  | 3.6  | 4.4   | 100 |  |       |       |
| E22                         | #                             | 35   | 1   |     | 72    | 7   | 4     | 119   | 3.5 | 39.2 | 6.2              | 2.7 | No   | 0.3   | 7    | 1   |      | 17    |      | 2     | 27  | 22.7%  | Yes   | 95.2% |
|                             | %                             | 29.4 | 0.8 |     | 60.5  | 5.9 | 3.4   | 100   |     |      |                  |     |      |   | 25.9 | 3.7 |      | 63.0  |      | 7.4   | 100 |  |       |       |
| E23                         | #                             | 50   | 15  | 1   | 169   | 23  | 10    | 268   | 3.8 | 45.0 | 11.2             | No  | No   | 2.6   | 8    |     | 1    | 24    | 4    |       | 37  | Yes  | Yes   | 76.5% |
|                             | %                             | 18.7 | 5.6 | 0.4 | 63.1  | 8.6 | 3.7   | 100   |     |      |                  |     |      |   | 21.6 |     | 2.7  | 64.9  | 10.8 |       | 100 |  |       |       |
| E24                         | #                             | 27   |     | 2   | 11    |     |       | 40  | 3.0 | 43.7 | 13.6             | 3.0 | 16.2 | 13.6  |      |     |      | 2     |      |       | 2   | 0.0%   | 62.9% | 0.0%  |
|                             | %                             | 67.5 |     | 5.0 | 27.5  |     |       | 100   |     |      |                  |     |      |   |      |     |      | 100.0 |      |       | 100 |  |       |       |
| E25                         | #                             | 89   | 4   | 8   | 79    | 6   | 6     | 192   | 3.4 | 32.0 | 5.4              | 1.3 | No   | 2.3   | 7    |     | 1    | 6     | 1    | 3     | 18  | 61.1%  | Yes   | 57.3% |
|                             | %                             | 46.4 | 2.1 | 4.2 | 41.1  | 3.1 | 3.1   | 100   |     |      |                  |     |      |   | 38.9 |     | 5.6  | 33.3  | 5.6  | 16.7  | 100 |  |       |       |
| E31                         | #                             |      |     |     | 1     |     |       | 1   | 3.8 | 23.7 | 3.2              | 3.8 | No   | 3.2   |      |     |      |       |      |       |     | 0.0%   | Yes   | 0.0%  |
|                             | %                             |      |     |     | 100.0 |     |       | 100   |     |      |                  |     |      |   |      |     |      |       |      |       |     |  |       |       |
| E32                         | #                             | 85   | 4   | 1   | 59    | 7   | 3     | 159   | 4.5 | 37.3 | 11.1             | 2.0 | 0.2  | 6.7   | 6    |     | 4    | 9     |      |       | 19  | 55.2%  | 99.5% | 39.6% |
|                             | %                             | 53.5 | 2.5 | 0.6 | 37.1  | 4.4 | 1.9   | 100   |     |      |                  |     |      |   | 31.6 |     | 21.1 | 47.4  |      |       | 100 |  |       |       |
| E4                          | #                             | 72   | 7   | 3   | 21    | 2   | 1     | 106   | 9.6 | 10.7 | 4.0              | 3.0 | No   | 2.1   | 22   | 1   | 1    | 4     |      |       | 28  | 68.7%  | Yes   | 47.1% |
|                             | %                             | 67.9 | 6.6 | 2.8 | 19.8  | 1.9 | 0.9   | 100   |     |      |                  |     |      |   | 78.6 | 3.6 | 3.6  | 14.3  |      |       | 100 |  |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **82.2%**  
Level of Goal Attainment for 2023: **82.0%**  
Level of Goal Attainment for 2024: **77.4%**

## Clemson University (Page 3 of 3)

President: James P. Clements  
EEO Officer: L. Jerry Knighton, Jr.

| 1                           |   | 2                             |      |     |      |      |      |       | 3   |      |     | 4                |                  |     | 5   |      |     |       |      |     |       |                    | 6  |      |     |
|-----------------------------|---|-------------------------------|------|-----|------|------|------|-------|---|------|-----|------------------|------------------|-----|---|------|-----|-------|------|-----|-------|--------------------|--|------|-----|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |     | Underutilization |                  |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |       |      |     |       |                    | % of Goals Met Based on<br>Adjusted Availability |      |     |
|                             |   | WM                            | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF   | BF  | BM               | WF               | BF  | WM  | BM   | OM  | WF    | BF   | OF  | TOTAL | BM                 | WF   | BF   |     |
| E51                         | # | 3                             | 1    |     | 3    | 1    |      | 8     | 2.7   | 43.9 | 4.4 | No               | 6.4 <sup>*</sup> | No  |   |      |     |       |      |     |       | Yes                | 85.4% <sup>*</sup>                               | Yes  |     |
|                             | % | 37.5                          | 12.5 |     | 37.5 | 12.5 |      | 100   |   |      |     |                  |                  |     |   |      |     |       |      |     |       |                    |  |      |     |
| E52                         | # | 1                             | 1    |     | 9    | 6    | 2    | 19    | 7.1   | 55.7 | 7.3 | 1.8 <sup>*</sup> | 8.3              | No  |   |      |     | 1     |      |     | 1     | 74.5% <sup>*</sup> | 85.0%  | Yes  |     |
|                             | % | 5.3                           | 5.3  |     | 47.4 | 31.6 | 10.5 | 100   |   |      |     |                  |                  |     |   |      |     | 100.0 |      |     |       |                    |  |      | 100 |
| E6                          | # | 1                             | 1    |     | 81   | 15   | 5    | 103   | 1.0   | 64.9 | 9.8 | 0.0 <sup>*</sup> | No               | No  | 1   |      | 1   | 17    |      |     | 19    | 95.3% <sup>*</sup> | Yes  | Yes  |     |
|                             | % | 1.0                           | 1.0  |     | 78.6 | 14.6 | 4.9  | 100   |   |      |     |                  |                  |     | 5.3   |      | 5.3 | 89.5  |      |     | 100   |                    |  |      |     |
| E7                          | # | 112                           | 7    | 4   | 1    |      |      | 124   | 6.5   | 7.8  | 2.5 | 0.9              | 7.0              | 2.5 | 31  | 2    | 1   |       |      |     | 34    | 85.7%              | 10.2%  | 0.0% |     |
|                             | % | 90.3                          | 5.6  | 3.2 | 0.8  |      |      | 100   |   |      |     |                  |                  |     | 91.2  | 5.9  | 2.9 |       |      |     | 100   |                    |  |      |     |
| E8                          | # | 54                            | 13   | 1   | 37   | 11   | 2    | 118   | 12.0  | 3.6  | 0.7 | 1.0              | No               | No  | 19  | 6    | 1   | 16    | 7    | 1   | 50    | 91.9%              | Yes  | Yes  |     |
|                             | % | 45.8                          | 11.0 | 0.8 | 31.4 | 9.3  | 1.7  | 100   |   |      |     |                  |                  |     | 38.0  | 12.0 | 2.0 | 32.0  | 14.0 | 2.0 | 100   |                    |  |      |     |
|                             | # |                               |      |     |      |      |      |       |   |      |     |                  |                  |     |   |      |     |       |      |     |       |                    |  |      |     |
|                             | % |                               |      |     |      |      |      |       |   |      |     |                  |                  |     |   |      |     |       |      |     |       |                    |  |      |     |
|                             | # |                               |      |     |      |      |      |       |   |      |     |                  |                  |     |   |      |     |       |      |     |       |                    |  |      |     |
|                             | % |                               |      |     |      |      |      |       |   |      |     |                  |                  |     |   |      |     |       |      |     |       |                    |  |      |     |
|                             | # |                               |      |     |      |      |      |       |   |      |     |                  |                  |     |   |      |     |       |      |     |       |                    |  |      |     |
|                             | % |                               |      |     |      |      |      |       |   |      |     |                  |                  |     |   |      |     |       |      |     |       |                    |  |      |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **82.2%**  
Level of Goal Attainment for 2023: **82.0%**  
Level of Goal Attainment for 2024: **77.4%**

## Coastal Carolina University (Page 1 of 2)

President: Micheal Benson  
EEO Officer: Anotinette Bellamy

| 1                           | 2                             |      |      |      |      |      |       | 3   |     |      | 4                |     |      | 5   |       |      |      |       |     |       | 6  |      |      |      |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|-----|------|------------------|-----|------|---|-------|------|------|-------|-----|-------|--|------|------|------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |      |       |     |       | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             | 11   | 1    |      | 7    | 1    | 3     | 23  | 6.5 | 40.7 | 6.4              | 2.2 | 10.3 | 2.1   | 2     |      |      |       |     |       | 2  | 66.4 | 74.6 | 66.9 |
|                             | %                             | 47.8 | 4.3  |      | 30.4 | 4.3  | 13.0  | 100   |     |      |                  |     |      |   | 100.0 |      |      |       |     | 100   |  |      |      |      |
| C2                          | #                             | 1    | 1    |      | 4    | 1    |       | 7   | 7.0 | 43.9 | 7.3              | No  | No   | No  |       |      |      |       | 1   |       | 1  | Yes  | Yes  | Yes  |
|                             | %                             | 14.3 | 14.3 |      | 57.1 | 14.3 |       | 100   |     |      |                  |     |      |   |       |      |      | 100.0 |     | 100   |  |      |      |      |
| C3                          | #                             | 82   | 11   | 3    | 37   | 2    | 4     | 139   | 1.3 | 34.5 | 5.0              | No  | 7.9  | 3.6   | 8     |      | 3    | 3     |     | 1     | 15   | Yes  | 77.0 | 28.2 |
|                             | %                             | 59.0 | 7.9  | 2.2  | 26.6 | 1.4  | 2.9   | 100   |     |      |                  |     |      |   | 53.3  |      | 20.0 | 20.0  |     | 6.7   | 100  |      |      |      |
| C4                          | #                             | 47   | 1    | 8    | 49   | 7    | 3     | 115   | 5.3 | 33.6 | 4.3              | 4.4 | No   | No  | 5     |      | 3    | 8     | 1   |       | 17   | 16.9 | Yes  | Yes  |
|                             | %                             | 40.9 | 0.9  | 7.0  | 42.6 | 6.1  | 2.6   | 100   |     |      |                  |     |      |   | 29.4  |      | 17.6 | 47.1  | 5.9 | 100   |  |      |      |      |
| C5                          | #                             | 36   | 7    | 12   | 37   | 4    | 7     | 103   | 2.6 | 33.8 | 4.0              | No  | No   | 0.1   | 8     |      | 1    | 9     |     | 1     | 19   | Yes  | Yes  | 98.3 |
|                             | %                             | 35.0 | 6.8  | 11.7 | 35.9 | 3.9  | 6.8   | 100   |     |      |                  |     |      |   | 42.1  |      | 5.3  | 47.4  |     | 5.3   | 100  |      |      |      |
| C7,C8                       | #                             | 66   | 3    | 5    | 86   | 3    | 9     | 172   | 2.7 | 32.0 | 4.4              | 1.0 | No   | 2.7   | 10    | 1    | 4    | 16    | 1   | 3     | 35   | 63.9 | Yes  | 38.4 |
|                             | %                             | 38.4 | 1.7  | 2.9  | 50.0 | 1.7  | 5.2   | 100   |     |      |                  |     |      |   | 28.6  | 2.9  | 11.4 | 45.7  | 2.9 | 8.6   | 100  |      |      |      |
| C9                          | #                             | 43   | 12   | 4    | 24   | 2    | 1     | 86  | 5.1 | 26.4 | 4.7              | No  | No   | 2.4   | 14    | 3    | 3    | 5     |     | 1     | 26   | Yes  | Yes  | 49.0 |
|                             | %                             | 50.0 | 14.0 | 4.7  | 27.9 | 2.3  | 1.2   | 100   |     |      |                  |     |      |   | 53.8  | 11.5 | 11.5 | 19.2  |     | 3.8   | 100  |      |      |      |
| E2                          | #                             | 121  | 15   | 9    | 239  | 20   | 21    | 425   | 3.4 | 44.5 | 9.3              | No  | No   | 4.6   | 27    | 4    | 1    | 50    | 6   | 2     | 90   | Yes  | Yes  | 50.3 |
|                             | %                             | 28.5 | 3.5  | 2.1  | 56.2 | 4.7  | 4.9   | 100   |     |      |                  |     |      |   | 30.0  | 4.4  | 1.1  | 55.6  | 6.7 | 2.2   | 100  |      |      |      |
| E3                          | #                             | 24   | 2    | 3    | 28   | 6    | 3     | 66  | 3.3 | 33.0 | 5.5              | 0.3 | No   | No  | 7     |      |      | 8     | 1   | 3     | 19   | 91.5 | Yes  | Yes  |
|                             | %                             | 36.4 | 3.0  | 4.5  | 42.4 | 9.1  | 4.5   | 100   |     |      |                  |     |      |   | 36.8  |      |      | 42.1  | 5.3 | 15.8  | 100  |      |      |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **80.0%**  
Level of Goal Attainment for 2023: **80.4%**  
Level of Goal Attainment for 2024: **80.5%**

## Coastal Carolina University (Page 2 of 2)

President: Micheal Benson  
EEO Officer: Anotinette Bellamy

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |     |       | 5   |     |      |      |      |     |       |         | 6  |         |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|-----|-------|---|-----|------|------|------|-----|-------|---------|--|---------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |      |      |      |     |       |         | % of Goals Met Based on<br>Adjusted Availability |         |  |
|                             |   | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF  | BF    | WM  | BM  | OM   | WF   | BF   | OF  | TOTAL | BM      | WF   | BF      |  |
| E4                          | # | 39                            | 6    | 1   | 4    |      |     | 50    | 9.7   | 12.4 | 3.3  | No               | 4.4 | 3.3   | 2   |     |      |      |      |     | 2     | Yes     | 64.7%  | 0.0%    |  |
|                             | % | 78.0                          | 12.0 | 2.0 | 8.0  |      |     | 100   |   |      |      |                  |     |       | 100.0   |     |      |      |      |     | 100   |         |  |         |  |
| E5                          | # | 1                             | 1    |     | 38   | 9    | 2   | 51    | 0.3   | 67.4 | 10.2 | No               | No  | No    |   |     |      | 17   | 2    |     | 19    | Yes     | Yes  | Yes     |  |
|                             | % | 2.0                           | 2.0  |     | 74.5 | 17.6 | 3.9 | 100   |   |      |      |                  |     |       |   |     |      | 89.5 | 10.5 |     | 100   |         |  |         |  |
| E6                          | # | 5                             |      |     | 15   | 3    | 2   | 25    | 1.7   | 65.9 | 7.3  | 1.7 *            | 5.9 | No    | 6   |     |      | 8    |      | 1   | 15    | 0.0% *  | 91.0%  | Yes     |  |
|                             | % | 20.0                          |      |     | 60.0 | 12.0 | 8.0 | 100   |   |      |      |                  |     |       | 40.0  |     |      | 53.3 |      | 6.7 | 100   |         |  |         |  |
| E7                          | # | 57                            | 2    | 4   |      |      |     | 63    | 7.3   | 3.3  | 1.4  | 4.1              | 3.3 | 1.4 * | 3   |     | 1    |      |      |     | 4     | 43.9%   | 0.0%   | 0.0% *  |  |
|                             | % | 90.5                          | 3.2  | 6.3 |      |      |     | 100   |   |      |      |                  |     |       | 75.0  |     | 25.0 |      |      |     | 100   |         |  |         |  |
| E8                          | # | 74                            | 15   | 5   | 19   | 15   | 5   | 133   | 11.4  | 12.8 | 11.4 | 0.1 *            | No  | 0.1 * | 17  | 1   | 1    | 2    | 1    | 1   | 23    | 99.1% * | Yes  | 99.4% * |  |
|                             | % | 55.6                          | 11.3 | 3.8 | 14.3 | 11.3 | 3.8 | 100   |   |      |      |                  |     |       | 73.9  | 4.3 | 4.3  | 8.7  | 4.3  | 4.3 | 100   |         |  |         |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |     |       |   |     |      |      |      |     |       |         |  |         |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |     |       |   |     |      |      |      |     |       |         |  |         |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |     |       |   |     |      |      |      |     |       |         |  |         |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |     |       |   |     |      |      |      |     |       |         |  |         |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |     |       |   |     |      |      |      |     |       |         |  |         |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |     |       |   |     |      |      |      |     |       |         |  |         |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |     |       |   |     |      |      |      |     |       |         |  |         |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |     |       |   |     |      |      |      |     |       |         |  |         |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **80.0%**  
Level of Goal Attainment for 2023: **80.4%**  
Level of Goal Attainment for 2024: **80.5%**

## College of Charleston (Page 1 of 2)

President: Dr. Andrew T. Hsu

EEO Officer: Kimberly Gertner

| 1                           | 2                             |      |     |      |      |      |       | 3   |     |      | 4                |     |      | 5   |      |     |    |      |     |       |     | 6  |       |       |
|-----------------------------|-------------------------------|------|-----|------|------|------|-------|---|-----|------|------------------|-----|------|---|------|-----|----|------|-----|-------|-----|--|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |    |      |     |       |     | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             | 56   | 4   | 4    | 70   | 11   | 6     | 151   | 3.6 | 27.6 | 4.8              | 1.0 | No   | No  | 11   | 1   |    | 8    | 2   | 3     | 25  | 73.2%  | Yes   | Yes   |
|                             | %                             | 37.1 | 2.6 | 2.6  | 46.4 | 7.3  | 4.0   | 100   |     |      |                  |     |      |   | 44.0 | 4.0 |    | 32.0 | 8.0 | 12.0  | 100 |  |       |       |
| C2                          | #                             | 11   | 1   | 3    | 8    | 1    | 1     | 25  | 2.4 | 35.6 | 4.0              | No  | 3.6  | No  | 2    |     | 1  | 1    | 1   |       | 5   | Yes  | 90.0% | Yes   |
|                             | %                             | 44.0 | 4.0 | 12.0 | 32.0 | 4.0  | 4.0   | 100   |     |      |                  |     |      |   |      |     |    |      |     | 40.0  |     |  |       |       |
| C3                          | #                             | 74   |     | 13   | 53   | 1    | 2     | 143   | 2.5 | 36.4 | 2.7              | 2.5 | No   | 2.0   | 5    |     | 1  | 4    |     |       | 10  | 0.0%   | Yes   | 26.2% |
|                             | %                             | 51.7 |     | 9.1  | 37.1 | 0.7  | 1.4   | 100   |     |      |                  |     |      |   |      |     |    |      |     | 50.0  |     |  |       |       |
| C4                          | #                             | 75   | 6   | 10   | 70   | 5    | 10    | 176   | 1.8 | 39.2 | 4.0              | No  | No   | 1.2   | 6    |     | 1  | 3    | 1   | 1     | 12  | Yes  | Yes   | 69.8% |
|                             | %                             | 42.6 | 3.4 | 5.7  | 39.8 | 2.8  | 5.7   | 100   |     |      |                  |     |      |   |      |     |    |      |     | 50.0  |     |  |       |       |
| C5                          | #                             | 29   | 4   | 11   | 44   | 7    | 15    | 110   | 2.4 | 36.3 | 3.6              | No  | No   | No  | 4    |     | 2  | 4    | 2   | 2     | 14  | Yes  | Yes   | Yes   |
|                             | %                             | 26.4 | 3.6 | 10.0 | 40.0 | 6.4  | 13.6  | 100   |     |      |                  |     |      |   |      |     |    |      |     | 28.6  |     |  |       |       |
| C6                          | #                             | 16   | 1   | 7    | 35   | 2    | 6     | 67  | 4.2 | 41.1 | 7.4              | 2.7 | No   | 4.4   | 2    |     | 1  | 3    |     |       | 6   | 36.0%  | Yes   | 40.4% |
|                             | %                             | 23.9 | 1.5 | 10.4 | 52.2 | 3.0  | 9.0   | 100   |     |      |                  |     |      |   |      |     |    |      |     | 33.3  |     |  |       |       |
| C7                          | #                             | 2    |     |      | 1    | 1    | 1     | 5   | 3.2 | 42.1 | 5.7              | 3.2 | 22.1 | No  |      |     |    |      |     |       |     | 0.0%   | 47.5% | Yes   |
|                             | %                             | 40.0 |     |      | 20.0 | 20.0 | 20.0  | 100   |     |      |                  |     |      |   |      |     |    |      |     |       |     |  |       |       |
| C8,C9                       | #                             | 46   | 3   | 5    | 37   | 2    | 3     | 96  | 4.6 | 31.4 | 3.6              | 1.5 | No   | 1.5   | 16   | 2   | 1  | 16   |     | 1     | 36  | 67.6%  | Yes   | 58.0% |
|                             | %                             | 47.9 | 3.1 | 5.2  | 38.5 | 2.1  | 3.1   | 100   |     |      |                  |     |      |   |      |     |    |      |     | 44.4  | 5.6 |  |       |       |
| E2                          | #                             | 106  | 20  | 11   | 191  | 48   | 31    | 407   | 5.7 | 36.8 | 12.6             | 0.8 | No   | 0.8   | 26   | 3   | 3  | 61   | 11  | 12    | 116 | 86.7%  | Yes   | 93.7% |
|                             | %                             | 26.0 | 4.9 | 2.7  | 46.9 | 11.8 | 7.6   | 100   |     |      |                  |     |      |   |      |     |    |      |     | 22.4  | 2.6 |  |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **85.9%**  
Level of Goal Attainment for 2023: **78.9%**  
Level of Goal Attainment for 2024: **78.3%**



## College of Charleston (Page 2 of 2)

President: Dr. Andrew T. Hsu

EEO Officer: Kimberly Gertner

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |     |     | 5   |      |      |      |       |      |       | 6  |      |       |       |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|-----|-----|---|------|------|------|-------|------|-------|--|------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |       |      |       | % of Goals Met Based on<br>Adjusted Availability |      |       |       |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF   | BF    | OF   | TOTAL | BM   | WF   | BF    |       |
| E3                          | #                             | 19   |      | 6    | 12   | 3    |       | 40  | 6.5  | 25.5 | 7.8              | 6.5 | No  | 0.3   | 4    |      | 2    | 1     | 1    |       | 8  | 0.0% | Yes   | 96.1% |
|                             | %                             | 47.5 |      | 15.0 | 30.0 | 7.5  |       | 100   |      |      |                  |     |     |   | 50.0 |      | 25.0 | 12.5  | 12.5 |       | 100  |      |       |       |
| E4                          | #                             | 8    | 3    | 1    | 2    |      |       | 14  | 15.2 | 7.7  | 8.2              | No  | No  | 8.2   | 3    | 1    |      | 2     |      |       | 6  | Yes  | Yes   | 0.0%  |
|                             | %                             | 57.1 | 21.4 | 7.1  | 14.3 |      |       | 100   |      |      |                  |     |     |   | 50.0 | 16.7 |      | 33.3  |      |       | 100  |      |       |       |
| E5                          | #                             | 7    |      |      | 27   | 22   | 4     | 60  | 2.2  | 54.7 | 19.8             | 2.2 | 9.7 | No  | 5    |      |      | 5     | 3    | 2     | 15   | 0.0% | 82.3% | Yes   |
|                             | %                             | 11.7 |      |      | 45.0 | 36.7 | 6.7   | 100   |      |      |                  |     |     |   | 33.3 |      |      | 33.3  | 20.0 | 13.3  | 100  |      |       |       |
| E6                          | #                             | 2    | 1    |      | 3    | 5    |       | 11  | 6.1  | 35.3 | 23.3             | No  | 8.0 | No  |      |      |      | 1     |      |       | 1  | Yes  | 77.3% | Yes   |
|                             | %                             | 18.2 | 9.1  |      | 27.3 | 45.5 |       | 100   |      |      |                  |     |     |   |      |      |      | 100.0 |      |       | 100  |      |       |       |
| E7                          | #                             | 19   | 22   | 2    | 1    | 1    |       | 45  | 17.6 | 3.1  | 2.3              | No  | 0.9 | 0.1   | 8    | 6    | 1    | 1     |      |       | 16   | Yes  | 70.9% | 96.4% |
|                             | %                             | 42.2 | 48.9 | 4.4  | 2.2  | 2.2  |       | 100   |      |      |                  |     |     |   | 50.0 | 37.5 | 6.3  | 6.3   |      |       | 100  |      |       |       |
| E8                          | #                             | 12   | 19   | 1    | 2    | 17   |       | 51  | 18.3 | 12.1 | 22.6             | No  | 8.2 | No  | 3    | 6    | 1    | 1     |      |       | 11   | Yes  | 32.2% | Yes   |
|                             | %                             | 23.5 | 37.3 | 2.0  | 3.9  | 33.3 |       | 100   |      |      |                  |     |     |   | 27.3 | 54.5 | 9.1  | 9.1   |      |       | 100  |      |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |      |       |  |      |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |      |       |  |      |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |      |       |  |      |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |      |       |  |      |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |      |       |  |      |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |      |       |  |      |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **85.9%**  
Level of Goal Attainment for 2023: **78.9%**  
Level of Goal Attainment for 2024: **78.3%**

## Department of Commerce

Agency Director: Harry Lightsey

EEO Officer: Lori Adler

| 1                           | 2                             |      |      |     |      |      |       | 3   |     |      | 4                |                  |                   | 5   |      |      |      |      |      |       | 6  |                   |                   |                  |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|-----|------|------------------|------------------|-------------------|---|------|------|------|------|------|-------|--|-------------------|-------------------|------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |                  |                   | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |                   |                   |                  |
|                             | 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    |     | 19   | 7    |       | 32  | 4.5 | 27.3 | 5.0              | 1.4 <sup>*</sup> | No                | No  | 4    | 2    |      | 5    |      |       | 11   | 69.1 <sup>*</sup> | Yes               | Yes              |
|                             | %                             | 15.6 | 3.1  |     | 59.4 | 21.9 |       | 100   |     |      |                  |                  |                   |   | 36.4 | 18.2 |      | 45.5 |      |       | 100  |                   |                   |                  |
| E2                          | #                             | 13   | 3    | 1   | 23   | 11   | 1     | 52  | 4.8 | 36.3 | 9.5              | No               | No                | No  | 2    |      | 1    | 3    | 2    | 1     | 9  | Yes               | Yes               | Yes              |
|                             | %                             | 25.0 | 5.8  | 1.9 | 44.2 | 21.2 | 1.9   | 100   |     |      |                  |                  |                   |   | 22.2 |      | 11.1 | 33.3 | 22.2 | 11.1  | 100  |                   |                   |                  |
| E3                          | #                             |      | 1    |     | 3    |      |       | 4   | 7.6 | 15.9 | 6.3              | No               | No                | 6.3 <sup>*</sup>                              |      |      |      |      |      |       |  | Yes               | Yes               | 0.0 <sup>*</sup> |
|                             | %                             |      | 25.0 |     | 75.0 |      |       | 100   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
| E5                          | #                             |      |      |     | 1    | 1    |       | 2   | 2.5 | 60.7 | 18.7             | 2.5 <sup>*</sup> | 10.7 <sup>*</sup> | No  |      |      |      |      |      |       |  | 0.0 <sup>*</sup>  | 82.4 <sup>*</sup> | Yes              |
|                             | %                             |      |      |     | 50.0 | 50.0 |       | 100   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |      |      |       |  |                   |                   |                  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **92.5%**  
Level of Goal Attainment for 2023: **89.7%**  
Level of Goal Attainment for 2024: **95.2%**

## Comptroller General's Office

Agency Director: Brian J. Gaines

EEO Officer: Allison Williams

| 1                           | 2                             |      |      |      |      |      |       | 3   |     |      | 4                |     |     | 5   |      |      |      |      |      |       | 6  |      |       |       |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|-----|------|------------------|-----|-----|---|------|------|------|------|------|-------|--|------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |      |       |       |
|                             | 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    | 3    | 1    |       | 9   | 4.8 | 38.1 | 11.3             | No  | 4.8 | 0.2   |      | 1    | 1    |      |      |       | 2  | Yes  | 87.4% | 98.0% |
|                             | %                             | 33.3 | 11.1 | 11.1 | 33.3 | 11.1 |       | 100   |     |      |                  |     |     |   | 50.0 | 50.0 |      |      |      | 100   |  |      |       |       |
| E2                          | #                             | 1    | 1    |      | 7    | 2    |       | 11  | 3.8 | 43.8 | 14.7             | No  | No  | No  |      | 1    |      | 4    | 1    |       | 6  | Yes  | Yes   | Yes   |
|                             | %                             | 9.1  | 9.1  |      | 63.6 | 18.2 |       | 100   |     |      |                  |     |     |   | 16.7 |      | 66.7 | 16.7 |      | 100   |  |      |       |       |
| E5                          | #                             | 2    |      |      | 5    | 2    | 1     | 10  | 2.2 | 53.8 | 17.7             | 2.2 | 3.8 | No  | 2    |      |      | 5    | 2    | 1     | 10   | 0.0% | 92.9% | Yes   |
|                             | %                             | 20.0 |      |      | 50.0 | 20.0 | 10.0  | 100   |     |      |                  |     |     |   | 20.0 |      |      | 50.0 | 20.0 | 10.0  | 100  |      |       |       |
|                             | #                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | %                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | #                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | %                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | #                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | %                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | #                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | %                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | #                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |
|                             | %                             |      |      |      |      |      |       |   |     |      |                  |     |     |   |      |      |      |      |      |       |  |      |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **90.8%**

Level of Goal Attainment for 2023: **98.4%**

Level of Goal Attainment for 2024: **97.3%**

## SC Department of Consumer Affairs

Agency Director: Carri Grube Lybarker

EEO Officer: Jennie F. Daniels

| 1                           | 2                             |       |      |       |      |      |       | 3   |      |      | 4                |        |        | 5   |      |      |      |      |    |       | 6  |        |        |
|-----------------------------|-------------------------------|-------|------|-------|------|------|-------|---|------|------|------------------|--------|--------|---|------|------|------|------|----|-------|--|--------|--------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |       |      |       |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |        |        | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |    |       | % of Goals Met Based on<br>Adjusted Availability |        |        |
|                             | 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     | 19.5  | 12.9 | 22.3 | 19.5 *           | No     | 22.3 * |   |      |      |      |      |    |       | 0.0% *   | Yes    | 0.0% * |
|                             | %                             |       |      | 100.0 |      |      | 100   |   |      |      |                  |        |        |   |      |      |      |      |    |       |  |        |        |
| E2                          | #                             | 11    | 4    | 2     | 8    | 11   | 36    | 6.8   | 31.3 | 26.7 | No               | 9.1    | No     | 2   |      | 1    | 4    | 3    |    | 10    | Yes  | 70.8%  | Yes    |
|                             | %                             | 30.6  | 11.1 | 5.6   | 22.2 | 30.6 | 100   |   |      |      |                  |        |        | 20.0  |      | 10.0 | 40.0 | 30.0 |    | 100   |  |        |        |
| E3                          | #                             | 1     |      |       |      |      | 1     | 3.0   | 16.1 | 7.9  | 3.0 *            | 16.1 * | 7.9 *  | 1   | 1    |      |      |      |    | 2     | 0.0% *   | 0.0% * | 0.0% * |
|                             | %                             | 100.0 |      |       |      |      | 100   |   |      |      |                  |        |        | 50.0  | 50.0 |      |      |      |    | 100   |  |        |        |
| E5                          | #                             |       |      | 1     | 1    |      | 2     | 4.5   | 47.0 | 23.7 | 4.5 *            | No     | No     |   |      |      |      |      |    |       | 0.0% *   | Yes    | Yes    |
|                             | %                             |       |      | 50.0  | 50.0 |      | 100   |   |      |      |                  |        |        |   |      |      |      |      |    |       |  |        |        |
| E6                          | #                             |       |      | 1     |      |      | 1     | 6.9   | 36.5 | 27.8 | 6.9 *            | No     | 27.8 * |   |      |      | 1    | 1    |    | 2     | 0.0% *   | Yes    | 0.0% * |
|                             | %                             |       |      | 100.0 |      |      | 100   |   |      |      |                  |        |        |   |      |      | 50.0 | 50.0 |    | 100   |  |        |        |
|                             | #                             |       |      |       |      |      |       |   |      |      |                  |        |        |   |      |      |      |      |    |       |  |        |        |
|                             | %                             |       |      |       |      |      |       |   |      |      |                  |        |        |   |      |      |      |      |    |       |  |        |        |
|                             | #                             |       |      |       |      |      |       |   |      |      |                  |        |        |   |      |      |      |      |    |       |  |        |        |
|                             | %                             |       |      |       |      |      |       |   |      |      |                  |        |        |   |      |      |      |      |    |       |  |        |        |
|                             | #                             |       |      |       |      |      |       |   |      |      |                  |        |        |   |      |      |      |      |    |       |  |        |        |
|                             | %                             |       |      |       |      |      |       |   |      |      |                  |        |        |   |      |      |      |      |    |       |  |        |        |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **75.2%**

Level of Goal Attainment for 2023: **86.3%**

Level of Goal Attainment for 2024: **95.8%**

## South Carolina Department of Corrections

Agency Director: Bryan Stirling

EEO Officer: Desmond Glee

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |      |     | 5   |      |      |      |      |      |       |       | 6  |      |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|------|-----|---|------|------|------|------|------|-------|-------|--|------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       |       | % of Goals Met Based on<br>Adjusted Availability |      |  |
|                             |   | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM    | WF   | BF   |  |
| E1                          | # | 110                           | 114  | 11  | 45   | 153  | 5   | 438   | 15.9  | 15.0 | 11.9 | No               | 4.7  | No  | 9   | 3    |      | 1    | 1    | 1    | 15    | Yes   | 68.6%  | Yes  |  |
|                             | % | 25.1                          | 26.0 | 2.5 | 10.3 | 34.9 | 1.1 | 100   |   |      |      |                  |      |     | 60.0  | 20.0 |      | 6.7  | 6.7  | 6.7  | 100   |       |  |      |  |
| E2                          | # | 230                           | 113  | 17  | 381  | 489  | 24  | 1254  | 5.1   | 43.5 | 21.3 | No               | 13.1 | No  | 16  | 11   | 2    | 23   | 23   | 8    | 83    | Yes   | 69.8%  | Yes  |  |
|                             | % | 18.3                          | 9.0  | 1.4 | 30.4 | 39.0 | 1.9 | 100   |   |      |      |                  |      |     | 19.3  | 13.3 | 2.4  | 27.7 | 27.7 | 9.6  | 100   |       |  |      |  |
| E3                          | # | 10                            | 6    | 2   | 43   | 23   | 5   | 89    | 5.3   | 40.0 | 22.2 | No               | No   | No  |   |      | 1    | 2    | 1    | 2    | 6     | Yes   | Yes  | Yes  |  |
|                             | % | 11.2                          | 6.7  | 2.2 | 48.3 | 25.8 | 5.6 | 100   |   |      |      |                  |      |     |   |      | 16.7 | 33.3 | 16.7 | 33.3 | 100   |       |  |      |  |
| E4                          | # | 506                           | 524  | 70  | 192  | 946  | 29  | 2267  | 28.5  | 5.5  | 16.5 | 5.4              | No   | No  | 49  | 51   | 13   | 13   | 13   | 9    | 148   | 81.0% | Yes  | Yes  |  |
|                             | % | 22.3                          | 23.1 | 3.1 | 8.5  | 41.7 | 1.3 | 100   |   |      |      |                  |      |     | 33.1  | 34.5 | 8.8  | 8.8  | 8.8  | 6.1  | 100   |       |  |      |  |
| E5                          | # | 5                             | 2    |     | 12   | 29   | 2   | 50    | 4.0   | 38.6 | 35.2 | 0.0              | 14.6 | No  | 2   | 5    | 1    | 11   | 11   | 2    | 32    | 99.6% | 62.2%  | Yes  |  |
|                             | % | 10.0                          | 4.0  |     | 24.0 | 58.0 | 4.0 | 100   |   |      |      |                  |      |     | 6.3   | 15.6 | 3.1  | 34.4 | 34.4 | 6.3  | 100   |       |  |      |  |
| E6                          | # | 1                             | 1    | 1   | 8    | 34   | 1   | 46    | 5.8   | 43.2 | 23.8 | 3.6              | 25.8 | No  |   |      |      | 3    | 3    |      | 6     | 38.0% | 40.3%  | Yes  |  |
|                             | % | 2.2                           | 2.2  | 2.2 | 17.4 | 73.9 | 2.2 | 100   |   |      |      |                  |      |     |   |      |      | 50.0 | 50.0 |      | 100   |       |  |      |  |
| E7                          | # | 133                           | 25   | 5   | 2    |      |     | 165   | 17.5  | 3.8  | 1.9  | 2.3              | 2.6  | 1.9 | 7   | 1    | 1    |      |      |      | 9     | 87.0% | 31.6%  | 0.0% |  |
|                             | % | 80.6                          | 15.2 | 3.0 | 1.2  |      |     | 100   |   |      |      |                  |      |     | 77.8  | 11.1 | 11.1 |      |      |      | 100   |       |  |      |  |
| E8                          | # |                               | 11   |     | 6    | 12   |     | 29    | 13.6  | 13.8 | 8.8  | No               | No   | No  | 3   | 2    |      | 1    | 1    |      | 7     | Yes   | Yes  | Yes  |  |
|                             | % |                               | 37.9 |     | 20.7 | 41.4 |     | 100   |   |      |      |                  |      |     | 42.9  | 28.6 |      | 14.3 | 14.3 |      | 100   |       |  |      |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |      |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |      |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **89.2%**

Level of Goal Attainment for 2023: **81.9%**

Level of Goal Attainment for 2024: **82.4%**

## South Carolina Criminal Justice Academy

Agency Director: Lewis J. Swindler

EEO Officer: Florence M. McCants

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |                  |                   | 5   |       |      |      |      |    |       | 6  |                    |                    |                   |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------------------|-------------------|---|-------|------|------|------|----|-------|--|--------------------|--------------------|-------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |                   | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |      |      |    |       | % of Goals Met Based on<br>Adjusted Availability |                    |                    |                   |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF               | BF                | WM  | BM    | OM   | WF   | BF   | OF | TOTAL | BM   | WF                 | BF                 |                   |
| E1                          | #                             | 6    | 1    |      | 3    | 1    |       | 11  | 2.1  | 27.5 | 7.0              | No               | 0.2 <sup>*</sup>  | No  | 1     |      |      |      |    |       | 1  | Yes                | 99.4% <sup>*</sup> | Yes               |
|                             | %                             | 54.5 | 9.1  |      | 27.3 | 9.1  |       | 100   |      |      |                  |                  |                   |   | 100.0 |      |      |      |    |       | 100  |                    |                    |                   |
| E2                          | #                             | 8    |      | 2    | 21   | 5    | 1     | 37  | 4.4  | 36.7 | 8.2              | 4.4              | No                | No  | 1     |      |      | 1    |    |       | 2  | 0.0%               | Yes                | Yes               |
|                             | %                             | 21.6 |      | 5.4  | 56.8 | 13.5 | 2.7   | 100   |      |      |                  |                  |                   |   | 50.0  |      |      | 50.0 |    |       | 100  |                    |                    |                   |
| E2A                         | #                             | 4    | 1    | 1    |      | 1    |       | 7   | 4.7  | 23.7 | 9.8              | No               | 23.7              | No  |       |      |      |      |    |       |  | Yes                | 0.0%               | Yes               |
|                             | %                             | 57.1 | 14.3 | 14.3 |      | 14.3 |       | 100   |      |      |                  |                  |                   |   |       |      |      |      |    |       |  |                    |                    |                   |
| E2B                         | #                             | 24   | 1    | 5    | 8    | 1    |       | 39  | 3.6  | 34.7 | 6.7              | 1.0 <sup>*</sup> | 14.2              | 4.1   | 8     |      |      | 1    |    |       | 9  | 73.1% <sup>*</sup> | 59.1%              | 39.1%             |
|                             | %                             | 61.5 | 2.6  | 12.8 | 20.5 | 2.6  |       | 100   |      |      |                  |                  |                   |   | 88.9  |      |      | 11.1 |    |       | 100  |                    |                    |                   |
| E3                          | #                             | 1    |      |      |      |      | 1     | 2   | 0.9  | 23.5 | 1.4              | 0.9 <sup>*</sup> | 23.5 <sup>*</sup> | 1.4 <sup>*</sup>                              | 1     |      |      |      |    |       | 1  | 0.0% <sup>*</sup>  | 0.0% <sup>*</sup>  | 0.0% <sup>*</sup> |
|                             | %                             | 50.0 |      |      |      |      | 50.0  | 100   |      |      |                  |                  |                   |   | 100.0 |      |      |      |    |       | 100  |                    |                    |                   |
| E5                          | #                             |      |      |      | 2    | 1    |       | 3   | 3.1  | 52.8 | 20.4             | 3.1 <sup>*</sup> | No                | No  |       |      | 1    | 2    |    |       | 3  | 0.0% <sup>*</sup>  | Yes                | Yes               |
|                             | %                             |      |      |      | 66.7 | 33.3 |       | 100   |      |      |                  |                  |                   |   |       |      | 33.3 | 66.7 |    |       | 100  |                    |                    |                   |
| E7, E8                      | #                             | 11   | 3    | 3    | 3    | 2    |       | 22  | 12.9 | 16.2 | 14.2             | No               | 2.6 <sup>*</sup>  | 5.1   |       | 3    |      | 1    |    |       | 4  | Yes                | 83.7% <sup>*</sup> | 64.1%             |
|                             | %                             | 50.0 | 13.6 | 13.6 | 13.6 | 9.1  |       | 100   |      |      |                  |                  |                   |   |       | 75.0 |      | 25.0 |    |       | 100  |                    |                    |                   |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                  |                   |   |       |      |      |      |    |       |  |                    |                    |                   |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                  |                   |   |       |      |      |      |    |       |  |                    |                    |                   |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                  |                   |   |       |      |      |      |    |       |  |                    |                    |                   |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                  |                   |   |       |      |      |      |    |       |  |                    |                    |                   |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **78.7%**  
Level of Goal Attainment for 2023: **83.8%**  
Level of Goal Attainment for 2024: **77.6%**

## SC School for the Deaf and the Blind

Agency Director: Jolene Madison

EEO Officer: Monique Mosley

| 1                           | 2                             |      |     |      |      |      |       | 3   |      |      | 4                |       |       | 5   |       |      |       |       |      |       | 6  |        |        |        |
|-----------------------------|-------------------------------|------|-----|------|------|------|-------|---|------|------|------------------|-------|-------|---|-------|------|-------|-------|------|-------|--|--------|--------|--------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |       |       |      |       | % of Goals Met Based on<br>Adjusted Availability |        |        |        |
|                             | WM                            | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF    | BF    | WM  | BM    | OM   | WF    | BF    | OF   | TOTAL | BM   | WF     | BF     |        |
| E1                          | #                             | 11   | 2   |      | 16   | 2    | 31    | 4.9   | 38.0 | 8.0  | No               | No    | 1.5*  |   |       |      | 1     |       |      | 1     | Yes  | Yes    | 81.4%* |        |
|                             | %                             | 35.5 | 6.5 |      | 51.6 | 6.5  | 100   |   |      |      |                  |       |       |   |       |      | 100.0 |       |      | 100   |  |        |        |        |
| E2                          | #                             | 29   | 7   |      | 97   | 20   | 3     | 156   | 2.9  | 49.8 | 13.1             | No    | No    | 0.3*  | 2     |      |       | 17    | 1    |       | 20   | Yes    | Yes    | 97.4%* |
|                             | %                             | 18.6 | 4.5 |      | 62.2 | 12.8 | 1.9   | 100   |      |      |                  |       |       |   | 10.0  |      |       | 85.0  | 5.0  |       | 100  |        |        |        |
| E3                          | #                             |      |     |      | 4    | 1    |       | 5   | 4.9  | 35.3 | 10.5             | 4.9*  | No    | No  |       |      |       |       |      |       | 0.0%*  | Yes    | Yes    |        |
|                             | %                             |      |     |      | 80.0 | 20.0 |       | 100   |      |      |                  |       |       |   |       |      |       |       |      |       |  |        |        |        |
| E5                          | #                             | 4    | 1   | 1    | 42   | 24   | 6     | 78  | 4.1  | 47.1 | 12.2             | 2.8   | No    | No  |       |      | 1     | 4     | 2    | 1     | 8  | 32.0%  | Yes    | Yes    |
|                             | %                             | 5.1  | 1.3 | 1.3  | 53.8 | 30.8 | 7.7   | 100   |      |      |                  |       |       |   |       |      | 12.5  | 50.0  | 25.0 | 12.5  | 100  |        |        |        |
| E6                          | #                             | 1    |     | 1    | 1    | 1    |       | 4   | 11.8 | 11.4 | 3.8              | 11.8* | No    | No  |       |      |       | 1     |      |       | 1  | 0.0%*  | Yes    | Yes    |
|                             | %                             | 25.0 |     | 25.0 | 25.0 | 25.0 |       | 100   |      |      |                  |       |       |   |       |      |       | 100.0 |      |       | 100  |        |        |        |
| E7                          | #                             | 12   | 1   |      | 3    | 8    |       | 24  | 8.3  | 14.9 | 9.3              | 4.1*  | 2.4*  | No  |       | 1    |       | 1     | 2    |       | 4  | 50.4%* | 83.6%* | Yes    |
|                             | %                             | 50.0 | 4.2 |      | 12.5 | 33.3 |       | 100   |      |      |                  |       |       |   |       | 25.0 |       | 25.0  | 50.0 |       | 100  |        |        |        |
| E8                          | #                             | 2    |     |      |      | 1    |       | 3   | 7.4  | 16.0 | 7.8              | 7.4*  | 16.0* | No  | 1     |      |       |       |      |       | 1  | 0.0%*  | 0.0%*  | Yes    |
|                             | %                             | 66.7 |     |      |      | 33.3 |       | 100   |      |      |                  |       |       |   | 100.0 |      |       |       |      |       | 100  |        |        |        |
|                             | #                             |      |     |      |      |      |       |   |      |      |                  |       |       |   |       |      |       |       |      |       |  |        |        |        |
|                             | %                             |      |     |      |      |      |       |   |      |      |                  |       |       |   |       |      |       |       |      |       |  |        |        |        |
|                             | #                             |      |     |      |      |      |       |   |      |      |                  |       |       |   |       |      |       |       |      |       |  |        |        |        |
|                             | %                             |      |     |      |      |      |       |   |      |      |                  |       |       |   |       |      |       |       |      |       |  |        |        |        |

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

- Notes:
- See Section IV and Section V for more information on the computational algorithms.
  - If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
  - A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **84.9%**  
Level of Goal Attainment for 2023: **88.1%**  
Level of Goal Attainment for 2024: **90.9%**

## SC Department of Disabilities and Special Needs

Agency Director: Constance Holloway  
EEO Officer: Jackie O'Cain / Whitney Le

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |      |     | 5   |     |    |    |     |    |       |       | 6  |       |      |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|------|-----|---|-----|----|----|-----|----|-------|-------|--|-------|------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |    |    |     |    |       |       | % of Goals Met Based on<br>Adjusted Availability |       |      |
|                             |   | 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                            | 4    |     | 29   | 17   |     | 63    | 8.5   | 31.0 | 17.8 | 2.2              | No   | No  | 2   | 2   |    | 8  | 7   |    | 19    | 73.8% | Yes  | Yes   |      |
|                             | % | 20.6                          | 6.3  |     | 46.0 | 27.0 |     | 100   |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       | 10.5 |
| E2                          | # | 29                            | 42   | 6   | 116  | 165  | 14  | 372   | 6.9   | 36.5 | 24.0 | No               | 5.3  | No  | 15  | 12  | 2  | 32 | 60  | 3  | 124   | Yes   | 85.5%  | Yes   |      |
|                             | % | 7.8                           | 11.3 | 1.6 | 31.2 | 44.4 | 3.8 | 100   |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       | 12.1 |
| E3                          | # | 7                             | 3    | 3   | 34   | 24   | 2   | 73    | 5.1   | 39.1 | 22.0 | 1.0              | No   | No  | 3   | 2   | 1  | 11 | 8   |    | 25    | 79.9% | Yes  | Yes   |      |
|                             | % | 9.6                           | 4.1  | 4.1 | 46.6 | 32.9 | 2.7 | 100   |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       | 12.0 |
| E5                          | # | 15                            | 145  | 4   | 82   | 588  | 18  | 852   | 6.3   | 28.0 | 39.8 | No               | 18.4 | No  | 14  | 109 | 5  | 85 | 432 | 14 | 659   | Yes   | 34.3%  | Yes   |      |
|                             | % | 1.8                           | 17.0 | 0.5 | 9.6  | 69.0 | 2.1 | 100   |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       | 2.1  |
| E6                          | # |                               |      |     | 11   | 25   |     | 36    | 5.4   | 28.2 | 28.4 | 5.4              | No   | No  |   | 1   |    | 1  | 8   |    | 10    | 0.0%  | Yes  | Yes   |      |
|                             | % |                               |      |     | 30.6 | 69.4 |     | 100   |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       |      |
| E7                          | # | 19                            | 7    | 2   | 2    | 1    |     | 31    | 12.2  | 12.7 | 4.5  | No               | 6.2  | 1.3 | 8   | 5   | 1  |    |     |    | 14    | Yes   | 51.1%  | 71.9% |      |
|                             | % | 61.3                          | 22.6 | 6.5 | 6.5  | 3.2  |     | 100   |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       | 57.1 |
| E8                          | # | 30                            | 31   | 3   | 15   | 58   | 6   | 143   | 21.3  | 15.7 | 23.8 | No               | 5.2  | No  | 10  | 18  | 2  | 10 | 16  | 1  | 57    | Yes   | 66.8%  | Yes   |      |
|                             | % | 21.0                          | 21.7 | 2.1 | 10.5 | 40.6 | 4.2 | 100   |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       | 17.5 |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       |      |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       |      |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       |      |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |     |    |    |     |    |       |       |  |       |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **86.1%**  
Level of Goal Attainment for 2023: **81.6%**  
Level of Goal Attainment for 2024: **84.0%**



## SC Department of Education

Agency Director: Ellen Weaver

EEO Officer: Lisa K. McCloud

| 1                           |   | 2                             |      |      |      |      |     |       | 3   |      |      | 4                |                  |     | 5   |    |    |    |    |    |       |                    | 6  |       |      |
|-----------------------------|---|-------------------------------|------|------|------|------|-----|-------|---|------|------|------------------|------------------|-----|---|----|----|----|----|----|-------|--------------------|--|-------|------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |      |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |    |    |    |       |                    | % of Goals Met Based on<br>Adjusted Availability |       |      |
|                             |   | 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    |      | 9    | 10   | 1   | 32    | 7.2   | 30.8 | 16.9 | 4.1              | 2.7 <sup>*</sup> | No  | 1   |    |    | 4  | 1  | 1  | 7     | 43.2%              | 91.3% <sup>*</sup>                               | Yes   |      |
|                             | % | 34.4                          | 3.1  |      | 28.1 | 31.3 | 3.1 | 100   |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       | 14.3 |
| E2A                         | # | 57                            | 14   | 3    | 135  | 70   | 9   | 288   | 7.9   | 29.0 | 20.0 | 3.0              | No               | No  | 3   | 1  |    | 14 | 8  | 3  | 29    | 62.2%              | Yes  | Yes   |      |
|                             | % | 19.8                          | 4.9  | 1.0  | 46.9 | 24.3 | 3.1 | 100   |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       | 10.3 |
| E2B                         | # | 43                            | 9    | 1    | 25   | 15   | 3   | 96    | 8.4   | 22.5 | 14.8 | No               | No               | No  | 2   | 1  |    | 1  | 4  |    | 8     | Yes                | Yes  | Yes   |      |
|                             | % | 44.8                          | 9.4  | 1.0  | 26.0 | 15.6 | 3.1 | 100   |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       | 25.0 |
| E2C                         | # | 9                             | 7    | 2    | 26   | 30   | 3   | 77    | 5.3   | 40.0 | 21.1 | No               | 6.2              | No  | 1   | 1  | 1  | 3  | 5  | 1  | 12    | Yes                | 84.6%  | Yes   |      |
|                             | % | 11.7                          | 9.1  | 2.6  | 33.8 | 39.0 | 3.9 | 100   |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       | 8.3  |
| E3                          | # | 13                            | 3    | 4    |      | 1    | 1   | 22    | 13.7  | 13.4 | 11.2 | 0.1 <sup>*</sup> | 13.4             | 6.7 | 2   | 1  |    |    |    |    | 3     | 99.6% <sup>*</sup> | 0.0%   | 40.1% |      |
|                             | % | 59.1                          | 13.6 | 18.2 |      | 4.5  | 4.5 | 100   |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       | 66.7 |
| E5,E6                       | # |                               | 1    |      | 10   | 12   | 2   | 25    | 5.3   | 43.0 | 28.9 | 1.3 <sup>*</sup> | 3.0 <sup>*</sup> | No  |   |    |    | 2  | 1  |    | 3     | 74.8% <sup>*</sup> | 93.1% <sup>*</sup>                               | Yes   |      |
|                             | % |                               | 4.0  |      | 40.0 | 48.0 | 8.0 | 100   |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       |      |
| E7                          | # | 241                           | 64   | 6    | 25   | 3    |     | 339   | 16.3  | 4.2  | 2.6  | No               | No               | 1.7 | 42  | 19 | 2  | 4  | 1  |    | 68    | Yes                | Yes  | 34.8% |      |
|                             | % | 71.1                          | 18.9 | 1.8  | 7.4  | 0.9  |     | 100   |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       | 61.8 |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       |      |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       |      |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       |      |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |                  |     |   |    |    |    |    |    |       |                    |  |       |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **88.0%**  
Level of Goal Attainment for 2023: **89.7%**  
Level of Goal Attainment for 2024: **82.1%**

## South Carolina Education Lottery

Agency Director: Dolly J. Garfield

EEO Officer: Claire Jones

| 1                           |   | 2                             |      |     |      |      |      |       | 3   |      |      | 4                |       |    | 5   |    |    |    |    |    |       |        | 6  |     |       |
|-----------------------------|---|-------------------------------|------|-----|------|------|------|-------|---|------|------|------------------|-------|----|---|----|----|----|----|----|-------|--------|--|-----|-------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |    |    |    |       |        | % of Goals Met Based on<br>Adjusted Availability |     |       |
|                             |   | 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    | 1   | 9    | 2    |      | 25    | 4.4   | 31.5 | 5.5  | No               | No    | No | 1   | 1  |    | 1  |    |    | 3     | Yes    | Yes  | Yes |       |
|                             | % | 36.0                          | 16.0 | 4.0 | 36.0 | 8.0  |      | 100   |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     | 33.3  |
| E2                          | # | 21                            | 6    | 2   | 18   | 13   | 3    | 63    | 8.1   | 21.6 | 16.3 | No               | No    | No | 5   | 1  |    | 2  | 4  |    | 12    | Yes    | Yes  | Yes |       |
|                             | % | 33.3                          | 9.5  | 3.2 | 28.6 | 20.6 | 4.8  | 100   |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     | 41.7  |
| E3                          | # | 8                             | 1    | 1   | 1    | 3    | 2    | 16    | 7.6   | 18.7 | 9.7  | 1.3 *            | 12.4  | No | 2   |    |    |    |    |    | 2     | 82.6 * | 33.7%  | Yes |       |
|                             | % | 50.0                          | 6.3  | 6.3 | 6.3  | 18.8 | 12.5 | 100   |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     | 100.0 |
| E5                          | # |                               | 1    |     | 5    | 4    |      | 10    | 10.3  | 39.2 | 24.4 | 0.3 *            | No    | No |   | 1  |    | 2  | 2  |    | 5     | 97.4 * | Yes  | Yes |       |
|                             | % |                               | 10.0 |     | 50.0 | 40.0 |      | 100   |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
| E6                          | # |                               |      |     | 1    | 2    |      | 3     | 4.3   | 41.0 | 25.9 | 4.3 *            | 7.7 * | No |   |    |    | 1  | 2  |    | 3     | 0.0% * | 81.2% *  | Yes |       |
|                             | % |                               |      |     | 33.3 | 66.7 |      | 100   |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
|                             | # |                               |      |     |      |      |      |       |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
|                             | % |                               |      |     |      |      |      |       |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
|                             | # |                               |      |     |      |      |      |       |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
|                             | % |                               |      |     |      |      |      |       |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
|                             | # |                               |      |     |      |      |      |       |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
|                             | % |                               |      |     |      |      |      |       |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
|                             | # |                               |      |     |      |      |      |       |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |
|                             | % |                               |      |     |      |      |      |       |   |      |      |                  |       |    |   |    |    |    |    |    |       |        |  |     |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **94.8%**  
Level of Goal Attainment for 2023: **90.8%**  
Level of Goal Attainment for 2024: **92.5%**

## Educational Television Commission

Agency Director: Adrienne R. Fairwell

EEO Officer: Thomas W. Mayer

| 1                           | 2                             |       |      |     |       |      |       | 3   |     |      | 4                |      |      | 5   |      |      |      |      |      |       | 6  |      |      |     |     |       |       |      |      |      |   |
|-----------------------------|-------------------------------|-------|------|-----|-------|------|-------|---|-----|------|------------------|------|------|---|------|------|------|------|------|-------|--|------|------|-----|-----|-------|-------|------|------|------|---|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |       |      |     |       |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |      |      |     |     |       |       |      |      |      |   |
|                             | 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   |      | 8.4              | 21.4 | 4.7  | No  | 21.4 |      | No   |      |      |       | 2  | Yes  | 0.0% | Yes |     |       |       |      |      |      |   |
|                             | %                             | 33.3  | 16.7 |     |       |      | 50.0  |   | 100 |      |                  |      |      |   |      |      | 50.0 | 50.0 |      | 100   |  |      |      |     |     |       |       |      |      |      |   |
| E2                          | #                             | 37    | 14   | 1   | 23    | 21   | 4     | 100   |     | 10.5 | 24.3             | 9.6  | No   | 1.3   |      | No   |      | 5    | 4    | 1     | 3  | 4    | 1    | 18  | Yes | 94.7% | Yes   |      |      |      |   |
|                             | %                             | 37.0  | 14.0 | 1.0 | 23.0  | 21.0 | 4.0   | 100   |     |      |                  |      |      |   |      |      |      | 27.8 | 22.2 | 5.6   | 16.7   | 22.2 | 5.6  | 100 |     |       |       |      |      |      |   |
| E3                          | #                             | 9     | 2    | 1   | 1     | 1    |       | 14  |     | 12.8 | 21.7             | 8.3  | No   | 14.6  | 1.2  | *    |      | 1    |      |       |  |      | 1    | 2   | Yes | 32.7% | 85.1% | *    |      |      |   |
|                             | %                             | 64.3  | 14.3 | 7.1 | 7.1   | 7.1  |       | 100   |     |      |                  |      |      |   |      |      |      | 50.0 |      |       |  |      | 50.0 | 100 |     |       |       |      |      |      |   |
| E5,E6                       | #                             |       |      |     | 4     |      |       | 4   |     | 5.7  | 40.7             | 23.8 | 5.7  | *   | No   | 23.8 | *    |      |      |       |  |      |      |     |     | 0.0%  | *     | Yes  | 0.0% | *    |   |
|                             | %                             |       |      |     | 100.0 |      |       | 100   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
| E7                          | #                             | 4     |      |     |       |      |       | 4   |     | 20.5 | 1.4              | 2.6  | 20.5 | *   | 1.4  | *    | 2.6  | *    |      |       |  |      |      |     |     | 0.0%  | *     | 0.0% | *    | 0.0% | * |
|                             | %                             | 100.0 |      |     |       |      |       | 100   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
|                             | #                             |       |      |     |       |      |       |   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
|                             | %                             |       |      |     |       |      |       |   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
|                             | #                             |       |      |     |       |      |       |   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
|                             | %                             |       |      |     |       |      |       |   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
|                             | #                             |       |      |     |       |      |       |   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
|                             | %                             |       |      |     |       |      |       |   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
|                             | #                             |       |      |     |       |      |       |   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |
|                             | %                             |       |      |     |       |      |       |   |     |      |                  |      |      |   |      |      |      |      |      |       |  |      |      |     |     |       |       |      |      |      |   |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **84.0%**  
Level of Goal Attainment for 2023: **84.4%**  
Level of Goal Attainment for 2024: **81.2%**

## SC State Election Commission

Agency Director: Howard Knapp

EEO Officer: Sharese Johnson

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |      |    | 5   |      |    |      |      |    |       |      | 6  |     |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|------|----|---|------|----|------|------|----|-------|------|--|-----|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |    |      |      |    |       |      | % of Goals Met Based on<br>Adjusted Availability |     |  |
|                             |   | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM   | WF   | BF  |  |
| E1,E2                       | # | 16                            | 2    | 1   | 18   | 13   | 1   | 51    | 5.1   | 29.6 | 7.5  | 1.2              | No   | No | 6   |      |    | 8    | 4    |    | 18    | 76.9 | Yes  | Yes |  |
|                             | % | 31.4                          | 3.9  | 2.0 | 35.3 | 25.5 | 2.0 | 100   |   |      |      |                  |      |    | 33.3  |      |    | 44.4 | 22.2 |    | 100   |      |  |     |  |
| E3,E5                       | # | 8                             | 2    |     | 1    | 3    |     | 14    | 4.6   | 42.3 | 11.4 | No               | 35.2 | No | 4   | 2    |    | 1    | 1    |    | 8     | Yes  | 16.8%  | Yes |  |
|                             | % | 57.1                          | 14.3 |     | 7.1  | 21.4 |     | 100   |   |      |      |                  |      |    | 50.0  | 25.0 |    | 12.5 | 12.5 |    | 100   |      |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |    |   |      |    |      |      |    |       |      |  |     |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **83.3%**  
Level of Goal Attainment for 2023: **98.4%**  
Level of Goal Attainment for 2024: **82.3%**

## Department of Employment and Workforce

Agency Director: William H. Floyd, III

EEO Officer: Shalish Shine

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |                  |                  | 5   |      |      |     |      |       |       | 6  |                    |                   |                   |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------------------|------------------|---|------|------|-----|------|-------|-------|--|--------------------|-------------------|-------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |                  | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |     |      |       |       | % of Goals Met Based on<br>Adjusted Availability |                    |                   |                   |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF               | BF               | WM  | BM   | OM   | WF  | BF   | OF    | TOTAL | BM   | WF                 | BF                |                   |
| E1                          | #                             | 22   | 4    |      | 15   | 9    | 3     | 53  | 5.6  | 22.9 | 4.8              | No               | No               | No  | 1    |      |     | 1    |       |       | 2  | Yes                | Yes               | Yes               |
|                             | %                             | 41.5 | 7.5  |      | 28.3 | 17.0 | 5.7   | 100   |      |      |                  |                  |                  |   | 50.0 |      |     | 50.0 |       |       | 100  |                    |                   |                   |
| E2A                         | #                             | 9    | 15   | 6    | 28   | 64   | 11    | 133   | 5.9  | 35.9 | 22.3             | No               | 14.8             | No  | 4    | 10   | 1   | 11   | 30    | 5     | 61   | Yes                | 58.8%             | Yes               |
|                             | %                             | 6.8  | 11.3 | 4.5  | 21.1 | 48.1 | 8.3   | 100   |      |      |                  |                  |                  |   | 6.6  | 16.4 | 1.6 | 18.0 | 49.2  | 8.2   | 100  |                    |                   |                   |
| E2B                         | #                             | 29   | 27   | 2    | 51   | 119  | 7     | 235   | 5.5  | 30.3 | 29.0             | No               | 8.6              | No  | 9    | 4    | 3   | 13   | 31    | 1     | 61   | Yes                | 71.5%             | Yes               |
|                             | %                             | 12.3 | 11.5 | 0.9  | 21.7 | 50.6 | 3.0   | 100   |      |      |                  |                  |                  |   | 14.8 | 6.6  | 4.9 | 21.3 | 50.8  | 1.6   | 100  |                    |                   |                   |
| E2C                         | #                             | 36   | 17   |      | 65   | 52   | 6     | 176   | 5.4  | 29.2 | 16.5             | No               | No               | No  | 10   | 6    | 2   | 18   | 6     | 3     | 45   | Yes                | Yes               | Yes               |
|                             | %                             | 20.5 | 9.7  |      | 36.9 | 29.5 | 3.4   | 100   |      |      |                  |                  |                  |   | 22.2 | 13.3 | 4.4 | 40.0 | 13.3  | 6.7   | 100  |                    |                   |                   |
| E2D                         | #                             | 12   | 4    |      | 20   | 13   | 1     | 50  | 6.1  | 24.3 | 10.7             | No               | No               | No  | 5    |      |     | 4    | 2     |       | 11   | Yes                | Yes               | Yes               |
|                             | %                             | 24.0 | 8.0  |      | 40.0 | 26.0 | 2.0   | 100   |      |      |                  |                  |                  |   | 45.5 |      |     | 36.4 | 18.2  |       | 100  |                    |                   |                   |
| E3                          | #                             | 7    | 4    | 2    | 2    | 2    | 1     | 18  | 8.7  | 16.7 | 8.2              | No               | 5.6              | No  | 1    | 3    |     |      |       | 2     | 6  | Yes                | 66.6%             | Yes               |
|                             | %                             | 38.9 | 22.2 | 11.1 | 11.1 | 11.1 | 5.6   | 100   |      |      |                  |                  |                  |   | 16.7 | 50.0 |     |      |       | 33.3  | 100  |                    |                   |                   |
| E6                          | #                             | 1    |      |      | 4    | 2    |       | 7   | 5.3  | 40.9 | 22.3             | 5.3 <sup>*</sup> | No               | No  |      |      |     |      | 1     |       | 1  | 0.0% <sup>*</sup>  | Yes               | Yes               |
|                             | %                             | 14.3 |      |      | 57.1 | 28.6 |       | 100   |      |      |                  |                  |                  |   |      |      |     |      | 100.0 |       | 100  |                    |                   |                   |
| E7,E8                       | #                             | 7    | 1    | 1    |      |      |       | 9   | 17.0 | 4.0  | 3.6              | 5.9 <sup>*</sup> | 4.0 <sup>*</sup> | 3.6 <sup>*</sup>                              | 3    | 1    |     |      |       |       | 4  | 65.2% <sup>*</sup> | 0.0% <sup>*</sup> | 0.0% <sup>*</sup> |
|                             | %                             | 77.8 | 11.1 | 11.1 |      |      |       | 100   |      |      |                  |                  |                  |   | 75.0 | 25.0 |     |      |       |       | 100  |                    |                   |                   |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                  |                  |   |      |      |     |      |       |       |  |                    |                   |                   |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                  |                  |   |      |      |     |      |       |       |  |                    |                   |                   |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **89.7%**  
Level of Goal Attainment for 2023: **85.3%**  
Level of Goal Attainment for 2024: **93.4%**

## Department of Environmental Services (Page 1 of 2)

Agency Director: Myra Reece

EEO Officer: Renee Lucas

| 1                           |   | 2                             |     |     |      |      |     |       | 3   |      |      | 4                |     |     | 5   |       |     |      |      |     |       |       | 6  |       |  |
|-----------------------------|---|-------------------------------|-----|-----|------|------|-----|-------|---|------|------|------------------|-----|-----|---|-------|-----|------|------|-----|-------|-------|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |     |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |     |      |      |     |       |       | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | WM                            | BM  | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF  | BF  | WM  | BM    | OM  | WF   | BF   | OF  | TOTAL | BM    | WF   | BF    |  |
| E1                          | # | 72                            | 6   | 2   | 58   | 9    | 2   | 149   | 2.1   | 38.3 | 7.2  | No               | No  | 1.2 | 15  | 4     | 2   | 10   | 3    |     | 34    | Yes   | Yes  | 83.0% |  |
|                             | % | 48.3                          | 4.0 | 1.3 | 38.9 | 6.0  | 1.3 | 100   |   |      |      |                  |     |     | 44.1  | 11.8  | 5.9 | 29.4 | 8.8  |     | 100   |       |  |       |  |
| E1B                         | # | 25                            |     |     | 14   | 3    |     | 42    | 2.7   | 29.5 | 9.9  | 2.7              | No  | 2.8 | 5   |       |     | 2    | 2    |     | 9     | 0.0%  | Yes  | 72.0% |  |
|                             | % | 59.5                          |     |     | 33.3 | 7.1  |     | 100   |   |      |      |                  |     |     | 55.6  |       |     | 22.2 | 22.2 |     | 100   |       |  |       |  |
| E1C                         | # | 3                             |     |     | 2    |      |     | 5     | 3.4   | 27.5 | 6.9  | 3.4              | No  | 6.9 | 2   |       |     | 3    |      |     | 5     | 0.0%  | Yes  | 0.0%  |  |
|                             | % | 60.0                          |     |     | 40.0 |      |     | 100   |   |      |      |                  |     |     | 40.0  |       |     | 60.0 |      |     | 100   |       |  |       |  |
| E2                          | # | 275                           | 18  | 12  | 210  | 57   | 22  | 594   | 5.9   | 29.7 | 9.6  | 2.9              | No  | 0.0 | 68  | 8     |     | 63   | 18   | 9   | 166   | 51.1% | Yes  | 99.7% |  |
|                             | % | 46.3                          | 3.0 | 2.0 | 35.4 | 9.6  | 3.7 | 100   |   |      |      |                  |     |     | 41.0  | 4.8   |     | 38.0 | 10.8 | 5.4 | 100   |       |  |       |  |
| E2A                         | # |                               | 11  | 3   | 73   | 28   | 6   | 121   | 14.1  | 19.9 | 12.3 | 5.0              | No  | No  | 15  | 2     |     | 14   | 11   |     | 42    | 64.7% | Yes  | Yes   |  |
|                             | % |                               | 9.1 | 2.5 | 60.3 | 23.1 | 5.0 | 100   |   |      |      |                  |     |     | 35.7  | 4.8   |     | 33.3 | 26.2 |     | 100   |       |  |       |  |
| E2B                         | # | 20                            | 2   |     | 25   | 12   |     | 59    | 16.7  | 12.7 | 10.6 | 13.3             | No  | No  | 9   |       |     | 10   | 2    |     | 21    | 20.4% | Yes  | Yes   |  |
|                             | % | 33.9                          | 3.4 |     | 42.4 | 20.3 |     | 100   |   |      |      |                  |     |     | 42.9  |       |     | 47.6 | 9.5  |     | 100   |       |  |       |  |
| E2C                         | # | 5                             |     |     | 15   | 3    |     | 23    | 19.6  | 11.6 | 13.3 | 19.6             | No  | 0.3 | 2   |       |     | 1    |      |     | 3     | 0.0%  | Yes  | 97.8% |  |
|                             | % | 21.7                          |     |     | 65.2 | 13.0 |     | 100   |   |      |      |                  |     |     | 66.7  |       |     | 33.3 |      |     | 100   |       |  |       |  |
| E3                          | # | 19                            | 3   | 1   | 18   | 3    | 3   | 47    | 4.9   | 24.8 | 4.9  | No               | No  | No  | 5   |       |     | 3    | 2    | 1   | 11    | Yes   | Yes  | Yes   |  |
|                             | % | 40.4                          | 6.4 | 2.1 | 38.3 | 6.4  | 6.4 | 100   |   |      |      |                  |     |     | 45.5  |       |     | 27.3 | 18.2 | 9.1 | 100   |       |  |       |  |
| E4                          | # | 4                             |     |     |      |      |     | 4     | 8.7   | 8.8  | 2.3  | 8.7              | 8.8 | 2.3 |   | 1     |     |      |      |     | 1     | 0.0%  | 0.0%   | 0.0%  |  |
|                             | % | 100.0                         |     |     |      |      |     | 100   |   |      |      |                  |     |     |   | 100.0 |     |      |      |     | 100   |       |  |       |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: -  
Level of Goal Attainment for 2023: -  
Level of Goal Attainment for 2024: **82.5%**

## Department of Environmental Services (Page 2 of 2)

Agency Director: Myra Reece

EEO Officer: Renee Lucas

| 1                           | 2                             |     |     |     |      |      |       | 3   |     |      | 4                |    |      | 5   |      |    |    |      |      |       | 6  |     |       |     |
|-----------------------------|-------------------------------|-----|-----|-----|------|------|-------|---|-----|------|------------------|----|------|---|------|----|----|------|------|-------|--|-----|-------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |     |     |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |    |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |    |    |      |      |       | % of Goals Met Based on<br>Adjusted Availability |     |       |     |
|                             | WM                            | BM  | OM  | WF  | BF   | OF   | TOTAL | BM  | WF  | BF   | BM               | WF | BF   | WM  | BM   | OM | WF | BF   | OF   | TOTAL | BM   | WF  | BF    |     |
| E5                          | #                             | 1   | 1   | 1   | 8    | 13   |       | 24  | 1.4 | 44.8 | 29.0             | No | 11.5 | No  |      | 1  |    |      | 4    | 1     | 6  | Yes | 74.3% | Yes |
|                             | %                             | 4.2 | 4.2 | 4.2 | 33.3 | 54.2 |       | 100   |     |      |                  |    |      |   | 16.7 |    |    | 66.7 | 16.7 | 100   |  |     |       |     |
|                             | #                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | %                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | #                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | %                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | #                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | %                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | #                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | %                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | #                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | %                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | #                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | %                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | #                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |
|                             | %                             |     |     |     |      |      |       |   |     |      |                  |    |      |   |      |    |    |      |      |       |  |     |       |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: -  
Level of Goal Attainment for 2023: -  
Level of Goal Attainment for 2024: **82.5%**

## Ethics Commission

Agency Director: Meghan Walker Dayson

EEO Officer: Ami R. Franklin

| 1                           | 2                             |      |     |    |      |      |       | 3   |      |      | 4                |                  |    | 5   |    |    |      |      |    |       | 6  |                    |     |                   |
|-----------------------------|-------------------------------|------|-----|----|------|------|-------|---|------|------|------------------|------------------|----|---|----|----|------|------|----|-------|--|--------------------|-----|-------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |    |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |      |      |    |       | % of Goals Met Based on<br>Adjusted Availability |                    |     |                   |
|                             | WM                            | BM   | OM  | WF | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF               | BF | WM  | BM | OM | WF   | BF   | OF | TOTAL | BM   | WF                 | BF  |                   |
| E1,E2                       | #                             | 2    | 1   |    | 5    | 7    |       | 15  | 12.0 | 22.6 | 10.4             | 5.3 <sup>*</sup> | No | No  |    |    |      | 1    | 1  |       | 2  | 55.8% <sup>*</sup> | Yes | Yes               |
|                             | %                             | 13.3 | 6.7 |    | 33.3 | 46.7 |       | 100   |      |      |                  |                  |    |   |    |    | 50.0 | 50.0 |    | 100   |  |                    |     |                   |
| E5                          | #                             | 1    |     |    | 3    |      |       | 4   | 3.7  | 51.1 | 24.5             | 3.7 <sup>*</sup> | No | 24.5 <sup>*</sup>                             | 1  |    |      |      |    |       | 1  | 0.0% <sup>*</sup>  | Yes | 0.0% <sup>*</sup> |
|                             | %                             | 25.0 |     |    | 75.0 |      |       | 100   |      |      |                  |                  |    | 100.0   |    |    |      |      |    | 100   |  |                    |     |                   |
|                             | #                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | %                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | #                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | %                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | #                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | %                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | #                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | %                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | #                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | %                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | #                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |
|                             | %                             |      |     |    |      |      |       |   |      |      |                  |                  |    |   |    |    |      |      |    |       |  |                    |     |                   |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **100.0%**

Level of Goal Attainment for 2023: **96.5%**

Level of Goal Attainment for 2024: **88.9%**



## South Carolina State Board of Financial Institutions

Agency Director: Kathy Bickham and Ronald Bodvake

EEO Officer: Lisa O'Sullivan

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |      |    | 5   |       |    |      |    |    |       | 6  |       |     |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|------|----|---|-------|----|------|----|----|-------|--|-------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |    |      |    |    |       | % of Goals Met Based on<br>Adjusted Availability |       |     |
|                             | 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    | 2    | 13    | 3.5   | 39.1 | 10.4 | No               | 8.3  | No | 1   |       |    |      |    |    | 1     | Yes  | 78.8% | Yes |
|                             | %                             | 38.5 | 15.4 |     | 30.8 | 15.4 |       |   |      |      |                  |      |    | 100   | 100.0 |    |      |    |    |       |  |       |     |
| E2                          | #                             | 10   | 3    | 2   | 7    | 5    | 1     | 4.2   | 41.7 | 13.2 | No               | 16.7 | No | 2   |       | 1  |      |    | 1  | 4     | Yes  | 59.9% | Yes |
|                             | %                             | 35.7 | 10.7 | 7.1 | 25.0 | 17.9 | 3.6   |   |      |      |                  |      |    | 100   | 50.0  |    | 25.0 |    |    | 25.0  |  |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |      |    |   |       |    |      |    |    |       |  |       |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **95.8%**  
Level of Goal Attainment for 2023: **92.2%**  
Level of Goal Attainment for 2024: **89.8%**

## Fiscal Accountability Authority, State

Agency Director: Stephen Gillespie

EEO Officer: Marick Walters

| 1                           |   | 2                             |      |    |      |      |     |       | 3   |      |      | 4                |        |        | 5   |     |     |      |      |    |       |        | 6  |        |  |
|-----------------------------|---|-------------------------------|------|----|------|------|-----|-------|---|------|------|------------------|--------|--------|---|-----|-----|------|------|----|-------|--------|--|--------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |    |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |        |        | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |     |      |      |    |       |        | % of Goals Met Based on<br>Adjusted Availability |        |  |
|                             |   | WM                            | BM   | OM | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF     | BF     | WM  | BM  | OM  | WF   | BF   | OF | TOTAL | BM     | WF   | BF     |  |
| E1                          | # | 3                             | 2    |    | 3    | 1    |     | 9     | 4.0   | 25.9 | 4.6  | No               | No     | No     |   |     |     |      |      |    |       | Yes    | Yes  | Yes    |  |
|                             | % | 33.3                          | 22.2 |    | 33.3 | 11.1 |     | 100   |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
| E2                          | # | 35                            | 7    |    | 27   | 31   | 5   | 105   | 4.6   | 30.1 | 12.4 | No               | 4.4    | No     | 8   | 2   | 1   | 10   | 14   |    | 35    | Yes    | 85.4%  | Yes    |  |
|                             | % | 33.3                          | 6.7  |    | 25.7 | 29.5 | 4.8 | 100   |   |      |      |                  |        |        | 22.9  | 5.7 | 2.9 | 28.6 | 40.0 |    | 100   |        |  |        |  |
| E3                          | # | 1                             | 1    |    |      |      |     | 2     | 11.3  | 16.5 | 11.0 | No               | 16.5 * | 11.0 * |   |     |     |      |      |    |       | Yes    | 0.0% *   | 0.0% * |  |
|                             | % | 50.0                          | 50.0 |    |      |      |     | 100   |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
| E5                          | # |                               |      |    | 1    | 2    |     | 3     | 1.2   | 66.2 | 11.8 | 1.2 *            | 32.9 * | No     |   |     |     |      |      |    |       | 0.0% * | 50.3% *  | Yes    |  |
|                             | % |                               |      |    | 33.3 | 66.7 |     | 100   |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
| E6                          | # |                               | 2    |    |      | 3    |     | 5     | 3.9   | 36.9 | 17.6 | No               | 36.9   | No     |   |     |     |      |      |    |       | Yes    | 0.0%   | Yes    |  |
|                             | % |                               | 40.0 |    |      | 60.0 |     | 100   |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
|                             | # |                               |      |    |      |      |     |       |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
|                             | % |                               |      |    |      |      |     |       |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
|                             | # |                               |      |    |      |      |     |       |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
|                             | % |                               |      |    |      |      |     |       |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
|                             | # |                               |      |    |      |      |     |       |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
|                             | % |                               |      |    |      |      |     |       |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
|                             | # |                               |      |    |      |      |     |       |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |
|                             | % |                               |      |    |      |      |     |       |   |      |      |                  |        |        |   |     |     |      |      |    |       |        |  |        |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **94.3%**

Level of Goal Attainment for 2023: **81.0%**

Level of Goal Attainment for 2024: **86.3%**

## South Carolina Forestry Commission

Agency Director: Scott Phillips

EEO Officer: Krista Emory

| 1                           |   | 2                             |       |    |       |      |     |       | 3   |      |      | 4                |       |        | 5   |       |    |       |      |    |       |         | 6  |         |  |
|-----------------------------|---|-------------------------------|-------|----|-------|------|-----|-------|---|------|------|------------------|-------|--------|---|-------|----|-------|------|----|-------|---------|--|---------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |       |    |       |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |        | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |    |       |      |    |       |         | % of Goals Met Based on<br>Adjusted Availability |         |  |
|                             |   | WM                            | BM    | OM | WF    | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF    | BF     | WM  | BM    | OM | WF    | BF   | OF | TOTAL | BM      | WF   | BF      |  |
| E1                          | # | 29                            |       |    | 3     | 1    |     | 33    | 5.5   | 15.2 | 5.7  | 5.5              | 6.1   | 2.7 *  | 1   |       |    |       |      |    | 1     | 0.0%    | 59.8%  | 52.7% * |  |
|                             | % | 87.9                          |       |    | 9.1   | 3.0  |     | 100   |   |      |      |                  |       |        | 100.0   |       |    |       |      |    | 100   |         |  |         |  |
| E2                          | # | 78                            |       |    | 20    | 2    | 1   | 101   | 5.4   | 8.7  | 6.0  | 5.4              | No    | 4.0    | 9   |       |    | 5     | 1    |    | 15    | 0.0%    | Yes  | 33.6%   |  |
|                             | % | 77.2                          |       |    | 19.8  | 2.0  | 1.0 | 100   |   |      |      |                  |       |        | 60.0  |       |    | 33.3  | 6.7  |    | 100   |         |  |         |  |
| E3                          | # | 3                             |       |    | 6     | 1    |     | 10    | 17.1  | 14.5 | 16.6 | 17.1             | No    | 6.6 *  |   |       |    |       |      |    |       | 0.0%    | Yes  | 60.2% * |  |
|                             | % | 30.0                          |       |    | 60.0  | 10.0 |     | 100   |   |      |      |                  |       |        |   |       |    |       |      |    |       |         |  |         |  |
| E4                          | # | 154                           | 8     |    | 3     |      |     | 165   | 4.7   | 4.4  | 0.4  | No               | 2.6   | 0.4 *  | 9   | 1     |    | 2     |      |    | 12    | Yes     | 41.2%  | 0.0% *  |  |
|                             | % | 93.3                          | 4.8   |    | 1.8   |      |     | 100   |   |      |      |                  |       |        | 75.0  | 8.3   |    | 16.7  |      |    | 100   |         |  |         |  |
| E5                          | # |                               |       |    | 2     |      |     | 2     | 1.5   | 62.3 | 19.2 | 1.5 *            | No    | 19.2 * |   |       |    | 1     |      |    | 1     | 0.0% *  | Yes  | 0.0% *  |  |
|                             | % |                               |       |    | 100.0 |      |     | 100   |   |      |      |                  |       |        |   |       |    | 100.0 |      |    | 100   |         |  |         |  |
| E6                          | # | 1                             | 1     |    | 19    | 4    |     | 25    | 13.8  | 32.3 | 13.8 | 9.8              | No    | No     | 2   | 1     |    | 4     | 2    |    | 9     | 29.0%   | Yes  | Yes     |  |
|                             | % | 4.0                           | 4.0   |    | 76.0  | 16.0 |     | 100   |   |      |      |                  |       |        | 22.2  | 11.1  |    | 44.4  | 22.2 |    | 100   |         |  |         |  |
| E7                          | # | 7                             | 1     |    |       |      |     | 8     | 18.4  | 1.1  | 0.5  | 5.9 *            | 1.1 * | 0.5 *  | 1   | 1     |    |       |      |    | 2     | 67.9% * | 0.0% *   | 0.0% *  |  |
|                             | % | 87.5                          | 12.5  |    |       |      |     | 100   |   |      |      |                  |       |        | 50.0  | 50.0  |    |       |      |    | 100   |         |  |         |  |
| E8                          | # |                               | 1     |    |       |      |     | 1     | 48.7  | 0.0  | 0.0  | No               | No    | No     |   | 1     |    |       |      |    | 1     | Yes     | Yes  | Yes     |  |
|                             | % |                               | 100.0 |    |       |      |     | 100   |   |      |      |                  |       |        |   | 100.0 |    |       |      |    | 100   |         |  |         |  |
|                             | # |                               |       |    |       |      |     |       |   |      |      |                  |       |        |   |       |    |       |      |    |       |         |  |         |  |
|                             | % |                               |       |    |       |      |     |       |   |      |      |                  |       |        |   |       |    |       |      |    |       |         |  |         |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **64.6%**  
Level of Goal Attainment for 2023: **57.7%**  
Level of Goal Attainment for 2024: **65.5%**

# Francis Marion University

Agency Director: Dr. Fred Carter

EEO Officer: Dr. Todd Couch

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |     |     | 5   |       |      |      |      |      |       | 6  |    |       |       |       |   |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|-----|-----|---|-------|------|------|------|------|-------|--|----|-------|-------|-------|---|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |      |      |      |       | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             | 9    | 2    |     | 14   | 2    | 1     | 28  | 6.7  | 35.4 | 9.7              | No  | No  | 2.6   | *     |      |      |      | 3    | 1     |  | 4  | Yes   | Yes   | 73.4% | * |
|                             | %                             | 32.1 | 7.1  |     | 50.0 | 7.1  | 3.6   | 100   |      |      |                  |     |     |   |       |      | 75.0 | 25.0 |      | 100   |  |    |       |       |       |   |
| C2,C3                       | #                             | 46   | 1    | 2   | 31   | 3    | 3     | 86  | 2.7  | 39.0 | 4.9              | 1.5 | 3.0 | 1.4   |       | 1    |      |      | 6    | 2     |  | 9  | 44.5% | 92.3% | 71.1% |   |
|                             | %                             | 53.5 | 1.2  | 2.3 | 36.0 | 3.5  | 3.5   | 100   |      |      |                  |     |     |   | 11.1  |      |      | 66.7 | 22.2 |       | 100  |    |       |       |       |   |
| C4,C5                       | #                             | 42   | 5    | 4   | 52   | 8    | 11    | 122   | 2.6  | 34.6 | 4.3              | No  | No  | No  |       | 10   | 1    |      | 10   | 3     | 4  | 28 | Yes   | Yes   | Yes   |   |
|                             | %                             | 34.4 | 4.1  | 3.3 | 42.6 | 6.6  | 9.0   | 100   |      |      |                  |     |     |   | 35.7  | 3.6  |      | 35.7 | 10.7 | 14.3  | 100  |    |       |       |       |   |
| C6,C7,C8,C9                 | #                             | 15   | 1    | 2   | 18   | 5    | 2     | 43  | 4.7  | 28.8 | 5.3              | 2.4 | No  | No  |       | 6    |      | 1    | 1    |       | 1  | 9  | 49.0% | Yes   | Yes   |   |
|                             | %                             | 34.9 | 2.3  | 4.7 | 41.9 | 11.6 | 4.7   | 100   |      |      |                  |     |     |   | 66.7  |      | 11.1 | 11.1 |      | 11.1  | 100  |    |       |       |       |   |
| E2                          | #                             | 14   | 8    | 3   | 36   | 13   | 2     | 76  | 4.5  | 31.7 | 9.5              | No  | No  | No  |       | 1    | 1    |      | 4    | 1     |  | 7  | Yes   | Yes   | Yes   |   |
|                             | %                             | 18.4 | 10.5 | 3.9 | 47.4 | 17.1 | 2.6   | 100   |      |      |                  |     |     |   | 14.3  | 14.3 |      | 57.1 | 14.3 |       | 100  |    |       |       |       |   |
| E3                          | #                             | 5    | 3    |     | 3    | 1    |       | 12  | 9.4  | 22.0 | 15.8             | No  | No  | 7.5   | *     |      |      |      |      |       |  |    | Yes   | Yes   | 52.5% | * |
|                             | %                             | 41.7 | 25.0 |     | 25.0 | 8.3  |       | 100   |      |      |                  |     |     |   |       |      |      |      |      |       |  |    |       |       |       |   |
| E4,E7                       | #                             | 20   | 5    | 1   | 2    | 1    |       | 29  | 14.8 | 3.6  | 2.8              | No  | No  | No  |       | 1    |      |      |      |       |  | 1  | Yes   | Yes   | Yes   |   |
|                             | %                             | 69.0 | 17.2 | 3.4 | 6.9  | 3.4  |       | 100   |      |      |                  |     |     |   | 100.0 |      |      |      |      |       | 100  |    |       |       |       |   |
| E5,E6                       | #                             | 3    | 2    | 1   | 21   | 12   |       | 39  | 4.3  | 53.2 | 23.1             | No  | No  | No  |       |      | 1    |      | 2    | 4     |  | 7  | Yes   | Yes   | Yes   |   |
|                             | %                             | 7.7  | 5.1  | 2.6 | 53.8 | 30.8 |       | 100   |      |      |                  |     |     |   |       | 14.3 |      | 28.6 | 57.1 |       | 100  |    |       |       |       |   |
| E8                          | #                             | 12   | 20   |     | 3    | 18   |       | 53  | 26.5 | 11.2 | 23.1             | No  | 5.5 | No  |       | 3    |      |      |      | 1     |  | 4  | Yes   | 50.7% | Yes   |   |
|                             | %                             | 22.6 | 37.7 |     | 5.7  | 34.0 |       | 100   |      |      |                  |     |     |   | 75.0  |      |      |      | 25.0 |       | 100  |    |       |       |       |   |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **78.5%**  
Level of Goal Attainment for 2023: **87.3%**  
Level of Goal Attainment for 2024: **90.1%**

## SC Governor's School for Agriculture at John De La Howe

Agency Director: Timothy Keown

EEO Officer: Christa Wiebelt

| 1                           | 2                             |      |      |       |      |     |       | 3   |      |      | 4                |    |      | 5   |    |    |    |    |    |       | 6  |       |      |       |
|-----------------------------|-------------------------------|------|------|-------|------|-----|-------|---|------|------|------------------|----|------|---|----|----|----|----|----|-------|--|-------|------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |       |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |    |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |    |    |    |       | % of Goals Met Based on<br>Adjusted Availability |       |      |       |
|                             | WM                            | BM   | OM   | WF    | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF | BF   | WM  | BM | OM | WF | BF | OF | TOTAL | BM   | WF    | BF   |       |
| E1                          | #                             | 1    |      | 1     |      |     | 2     | 6.7   | 29.9 | 10.0 | No               | No | 10.0 |   |    |    |    |    |    |       | Yes  | Yes   | 0.0% |       |
|                             | %                             | 50.0 |      | 50.0  |      |     | 100   |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
| E2                          | #                             | 7    | 4    |       | 16   | 1   | 28    | 7.9   | 40.2 | 10.5 | No               | No | 6.9  | 1   |    |    |    | 1  |    |       | 2  | Yes   | Yes  | 34.2% |
|                             | %                             | 25.0 | 14.3 |       | 57.1 | 3.6 | 100   |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
| E5                          | #                             |      |      | 3     |      |     | 3     | 7.0   | 48.9 | 19.0 | 7.0              | No | 19.0 |   |    |    |    | 1  |    |       | 1  | 0.0%  | Yes  | 0.0%  |
|                             | %                             |      |      | 100.0 |      |     | 100   |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
| E6                          | #                             |      |      | 1     |      |     | 1     | 2.0   | 64.7 | 21.3 | 2.0              | No | 21.3 |   |    |    |    |    |    |       | 0.0%   | Yes   | 0.0% |       |
|                             | %                             |      |      | 100.0 |      |     | 100   |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
| E7,E8                       | #                             | 12   | 1    |       | 8    | 2   | 1     | 13.2  | 15.4 | 10.9 | 9.0              | No | 2.6  | 3   | 1  |    |    |    |    |       | 4  | 31.9% | Yes  | 76.1% |
|                             | %                             | 50.0 | 4.2  |       | 33.3 | 8.3 | 4.2   |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | #                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | %                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | #                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | %                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | #                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | %                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | #                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | %                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | #                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |
|                             | %                             |      |      |       |      |     |       |   |      |      |                  |    |      |   |    |    |    |    |    |       |  |       |      |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **95.7%**

Level of Goal Attainment for 2023: **95.3%**

Level of Goal Attainment for 2024: **84.2%**

## SC Governor's School for the Arts and Humanities

Agency Director: Cedric Adderley

EEO Officer: LaTomya Doctor

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |     | 4                |     |    | 5   |    |    |      |      |      |       |       | 6  |     |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|-----|------------------|-----|----|---|----|----|------|------|------|-------|-------|--|-----|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |     | Underutilization |     |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |      |      |      |       |       | % of Goals Met Based on<br>Adjusted Availability |     |  |
|                             |   | 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     | 3.8   | 34.7 | 6.7 | No               | No  | No |   |    |    |      |      |      |       | Yes   | Yes  | Yes |  |
|                             | % | 16.7                          | 16.7 |     | 50.0 | 16.7 |     | 100   |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
| E2                          | # | 21                            | 4    |     | 32   | 10   | 5   | 72    | 5.5   | 43.0 | 6.4 | No               | No  | No | 2   |    |    | 9    | 2    | 1    | 14    | Yes   | Yes  | Yes |  |
|                             | % | 29.2                          | 5.6  |     | 44.4 | 13.9 | 6.9 | 100   |   |      |     |                  |     |    | 14.3  |    |    | 64.3 | 14.3 | 7.1  | 100   |       |  |     |  |
| E3,E4,E5,E7,E8              | # | 12                            | 1    | 1   | 4    | 2    | 1   | 21    | 9.3   | 21.5 | 5.3 | 4.5              | 2.5 | No | 3   |    |    |      |      | 1    | 4     | 51.8% | 88.5%  | Yes |  |
|                             | % | 57.1                          | 4.8  | 4.8 | 19.0 | 9.5  | 4.8 | 100   |   |      |     |                  |     |    | 75.0  |    |    |      |      | 25.0 | 100   |       |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | # |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |
|                             | % |                               |      |     |      |      |     |       |   |      |     |                  |     |    |   |    |    |      |      |      |       |       |  |     |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **77.7%**

Level of Goal Attainment for 2023: **86.9%**

Level of Goal Attainment for 2024: **93.4%**

## SC Governor's School for Science and Mathematics

Agency Director: Daniel Dorsel

EEO Officer: Christa Wiebelt

| 1                           | 2                             |       |      |     |      |      |       | 3   |      |      | 4                |      |    | 5   |      |    |    |      |      |       | 6  |       |     |       |
|-----------------------------|-------------------------------|-------|------|-----|------|------|-------|---|------|------|------------------|------|----|---|------|----|----|------|------|-------|--|-------|-----|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |       |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |    |    |      |      |       | % of Goals Met Based on<br>Adjusted Availability |       |     |       |
|                             | WM                            | BM    | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF | WM  | BM   | OM | WF | BF   | OF   | TOTAL | BM   | WF    | BF  |       |
| E1,E2                       | #                             | 32    | 1    | 4   | 40   | 13   | 5     | 95  | 8.8  | 32.7 | 19.9             | 7.7  | No | 6.2   | 2    |    |    | 12   | 2    | 1     | 17   | 12.5% | Yes | 68.8% |
|                             | %                             | 33.7  | 1.1  | 4.2 | 42.1 | 13.7 | 5.3   | 100   |      |      |                  |      |    |   | 11.8 |    |    | 70.6 | 11.8 | 5.9   | 100  |       |     |       |
| E3,E4,E5                    | #                             | 3     | 3    |     | 3    |      |       | 9   | 18.4 | 23.6 | 22.7             | No   | No | 22.7  |      |    |    |      |      |       |  | Yes   | Yes | 0.0%  |
|                             | %                             | 33.3  | 33.3 |     | 33.3 |      |       | 100   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
| E7                          | #                             | 2     |      |     |      |      |       | 2   | 38.1 | 7.1  | 0.0              | 38.1 | *  | 7.1   | No   |    |    |      |      |       |  | 0.0%  | *   | Yes   |
|                             | %                             | 100.0 |      |     |      |      |       | 100   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | #                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | %                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | #                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | %                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | #                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | %                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | #                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | %                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | #                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | %                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | #                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |
|                             | %                             |       |      |     |      |      |       |   |      |      |                  |      |    |   |      |    |    |      |      |       |  |       |     |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **91.8%**  
Level of Goal Attainment for 2023: **89.1%**  
Level of Goal Attainment for 2024: **68.8%**

## Department of Health and Human Services

Agency Interim Director: Eunice Medina

EEO Officer: Nicole Palmer

| 1                           | 2                             |      |       |     |      |      |       | 3   |     |      | 4                |     |      | 5   |      |       |      |      |      |       |     | 6  |       |       |
|-----------------------------|-------------------------------|------|-------|-----|------|------|-------|---|-----|------|------------------|-----|------|---|------|-------|------|------|------|-------|-----|--|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |       |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |       |      |      |      |       |     | % of Goals Met Based on<br>Adjusted Availability |       |       |
|                             | 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     | 1   | 10   | 3    | 1     | 25  | 4.1 | 39.1 | 9.6              | No  | No   | No  |      | 1     |      | 1    |      |       | 2   | Yes  | Yes   | Yes   |
|                             | %                             | 20.0 | 20.0  | 4.0 | 40.0 | 12.0 | 4.0   | 100   |     |      |                  |     |      |   | 50.0 |       | 50.0 |      |      | 100   |     |  |       |       |
| E2A                         | #                             | 19   | 9     | 1   | 68   | 131  | 5     | 233   | 4.7 | 43.9 | 18.4             | 0.8 | 14.7 | No  | 5    | 3     |      | 18   | 14   |       | 40  | 83.7%  | 66.5% | Yes   |
|                             | %                             | 8.2  | 3.9   | 0.4 | 29.2 | 56.2 | 2.1   | 100   |     |      |                  |     |      |   | 12.5 | 7.5   |      | 45.0 | 35.0 |       | 100 |  |       |       |
| E2B                         | #                             | 47   | 40    | 5   | 266  | 464  | 45    | 867   | 4.8 | 44.5 | 18.3             | 0.2 | 13.8 | No  | 20   | 10    | 1    | 63   | 144  | 20    | 258 | 95.9%  | 69.0% | Yes   |
|                             | %                             | 5.4  | 4.6   | 0.6 | 30.7 | 53.5 | 5.2   | 100   |     |      |                  |     |      |   | 7.8  | 3.9   | 0.4  | 24.4 | 55.8 | 7.8   | 100 |  |       |       |
| E3                          | #                             | 34   | 13    | 4   | 12   | 25   | 3     | 91  | 6.9 | 20.0 | 8.1              | No  | 6.8  | No  | 13   | 7     |      | 4    | 9    | 2     | 35  | Yes  | 65.9% | Yes   |
|                             | %                             | 37.4 | 14.3  | 4.4 | 13.2 | 27.5 | 3.3   | 100   |     |      |                  |     |      |   | 37.1 | 20.0  |      | 11.4 | 25.7 | 5.7   | 100 |  |       |       |
| E5                          | #                             | 1    |       |     | 7    | 16   | 1     | 25  | 2.1 | 61.2 | 15.9             | 2.1 | 33.2 | No  | 1    |       |      | 4    | 5    |       | 10  | 0.0%*  | 45.8% | Yes   |
|                             | %                             | 4.0  |       |     | 28.0 | 64.0 | 4.0   | 100   |     |      |                  |     |      |   | 10.0 |       |      | 40.0 | 50.0 |       | 100 |  |       |       |
| E6                          | #                             | 2    | 5     |     | 20   | 45   | 1     | 73  | 4.2 | 48.5 | 23.0             | No  | 21.1 | No  |      |       |      | 5    | 22   | 1     | 28  | Yes  | 56.5% | Yes   |
|                             | %                             | 2.7  | 6.8   |     | 27.4 | 61.6 | 1.4   | 100   |     |      |                  |     |      |   |      |       |      | 17.9 | 78.6 | 3.6   | 100 |  |       |       |
| E8                          | #                             |      | 3     |     |      |      |       | 3   | 3.9 | 48.9 | 23.4             | No  | 48.9 | 23.4*   |      | 1     |      |      |      |       | 1   | Yes  | 0.0%  | 0.0%* |
|                             | %                             |      | 100.0 |     |      |      |       | 100   |     |      |                  |     |      |   |      | 100.0 |      |      |      |       | 100 |  |       |       |
|                             | #                             |      |       |     |      |      |       |   |     |      |                  |     |      |   |      |       |      |      |      |       |     |  |       |       |
|                             | %                             |      |       |     |      |      |       |   |     |      |                  |     |      |   |      |       |      |      |      |       |     |  |       |       |
|                             | #                             |      |       |     |      |      |       |   |     |      |                  |     |      |   |      |       |      |      |      |       |     |  |       |       |
|                             | %                             |      |       |     |      |      |       |   |     |      |                  |     |      |   |      |       |      |      |      |       |     |  |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **87.5%**

Level of Goal Attainment for 2023: **79.0%**

Level of Goal Attainment for 2024: **83.3%**



## SC Commission on Higher Education

Agency Director: Dr. L. Jeffrey Perez

EEO Officer: Christa Wiebelt

| 1                           | 2                             |      |      |       |       |      |       | 3   |     |      | 4                |     |      | 5   |      |     |       |      |      |       | 6  |      |       |      |
|-----------------------------|-------------------------------|------|------|-------|-------|------|-------|---|-----|------|------------------|-----|------|---|------|-----|-------|------|------|-------|--|------|-------|------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |       |       |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |       |      |      |       | % of Goals Met Based on<br>Adjusted Availability |      |       |      |
|                             | WM                            | BM   | OM   | WF    | BF    | OF   | TOTAL | BM  | WF  | BF   | BM               | WF  | BF   | WM  | BM   | OM  | WF    | BF   | OF   | TOTAL | BM   | WF   | BF    |      |
| E1                          | #                             |      | 1    |       | 3     | 2    |       | 6   | 8.0 | 24.6 | 10.7             | No  | No   | No  |      |     |       | 2    |      |       | 2  | Yes  | Yes   | Yes  |
|                             | %                             |      | 16.7 |       | 50.0  | 33.3 |       | 100   |     |      |                  |     |      |   |      |     | 100.0 |      |      | 100   |  |      |       |      |
| E2                          | #                             | 4    | 4    |       | 7     | 9    | 3     | 27  | 9.7 | 26.5 | 20.6             | No  | 0.6  | No  | 2    | 1   |       | 2    | 4    | 4     | 13   | Yes  | 97.7% |      |
|                             | %                             | 14.8 | 14.8 |       | 25.9  | 33.3 | 11.1  | 100   |     |      |                  |     |      |   | 15.4 | 7.7 |       | 15.4 | 30.8 | 30.8  | 100  |      |       | Yes  |
| E3                          | #                             |      |      | 1     |       |      |       | 1   | 9.1 | 29.5 | 38.9             | 9.1 | No   | 38.9  |      |     |       |      |      |       |  | 0.0% | Yes   | 0.0% |
|                             | %                             |      |      | 100.0 |       |      |       | 100   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
| E5                          | #                             |      |      |       | 3     |      |       | 3   | 8.1 | 31.3 | 28.1             | 8.1 | 31.3 | No  |      |     |       |      |      |       |  | 0.0% | 0.0%  | Yes  |
|                             | %                             |      |      |       | 100.0 |      |       | 100   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
|                             | #                             |      |      |       |       |      |       |   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
|                             | %                             |      |      |       |       |      |       |   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
|                             | #                             |      |      |       |       |      |       |   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
|                             | %                             |      |      |       |       |      |       |   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
|                             | #                             |      |      |       |       |      |       |   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
|                             | %                             |      |      |       |       |      |       |   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
|                             | #                             |      |      |       |       |      |       |   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |
|                             | %                             |      |      |       |       |      |       |   |     |      |                  |     |      |   |      |     |       |      |      |       |  |      |       |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **94.8%**  
Level of Goal Attainment for 2023: **86.6%**  
Level of Goal Attainment for 2024: **99.7%**

## South Carolina State Housing Finance and Development Authority (SC Housing)

Agency Director: Richard Hutto

EEO Officer: Ron Frye

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |        |       | 5   |     |     |      |      |      |       |       | 6  |        |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|--------|-------|---|-----|-----|------|------|------|-------|-------|--|--------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |        |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |     |      |      |      |       |       | % of Goals Met Based on<br>Adjusted Availability |        |  |
|                             |   | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF     | BF    | WM  | BM  | OM  | WF   | BF   | OF   | TOTAL | BM    | WF   | BF     |  |
| E1                          | # | 15                            | 1    | 1   | 13   | 4    | 2   | 36    | 6.9   | 30.9 | 10.8 | 4.1              | No     | No    | 5   |     |     | 3    |      | 2    | 10    | 40.3% | Yes  | Yes    |  |
|                             | % | 41.7                          | 2.8  | 2.8 | 36.1 | 11.1 | 5.6 | 100   |   |      |      |                  |        |       | 50.0  |     |     | 30.0 |      | 20.0 | 100   |       |  |        |  |
| E2                          | # | 22                            | 3    | 1   | 39   | 25   | 2   | 92    | 7.2   | 32.9 | 18.5 | 3.9              | No     | No    | 9   | 1   | 1   | 16   | 12   |      | 39    | 45.6% | Yes  | Yes    |  |
|                             | % | 23.9                          | 3.3  | 1.1 | 42.4 | 27.2 | 2.2 | 100   |   |      |      |                  |        |       | 23.1  | 2.6 | 2.6 | 41.0 | 30.8 |      | 100   |       |  |        |  |
| E7                          | # | 1                             | 1    |     |      |      |     | 2     | 8.4   | 10.4 | 1.7  | No               | 10.4 * | 1.7 * | 1   |     |     |      |      |      | 1     | Yes   | 0.0% *   | 0.0% * |  |
|                             | % | 50.0                          | 50.0 |     |      |      |     | 100   |   |      |      |                  |        |       | 100.0   |     |     |      |      |      | 100   |       |  |        |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |        |       |   |     |     |      |      |      |       |       |  |        |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **96.3%**  
Level of Goal Attainment for 2023: **87.6%**  
Level of Goal Attainment for 2024: **83.7%**

## Commission on Indigent Defense

Agency Director: Hugh Ryan  
EEO Officer: Lawrence Brown

| 1                           |   | 2                             |      |    |      |      |    |       | 3   |      |      | 4                |       |    | 5   |    |    |      |      |    |       | 6  |         |     |
|-----------------------------|---|-------------------------------|------|----|------|------|----|-------|---|------|------|------------------|-------|----|---|----|----|------|------|----|-------|--|---------|-----|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |    |      |      |    |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |      |      |    |       | % of Goals Met Based on<br>Adjusted Availability |         |     |
|                             |   | WM                            | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF   | BF   | BM               | WF    | BF | WM  | BM | OM | WF   | BF   | OF | TOTAL | BM   | WF      | BF  |
| E1                          | # | 9                             | 2    |    | 7    | 1    |    | 19    | 4.2   | 28.0 | 4.8  | No               | No    | No | 2   |    |    |      |      |    | 2     | Yes  | Yes     | Yes |
|                             | % | 47.4                          | 10.5 |    | 36.8 | 5.3  |    | 100   |   |      |      |                  |       |    | 100.0   |    |    |      |      |    | 100   |  |         |     |
| E2                          | # | 8                             |      |    | 8    | 2    |    | 18    | 4.6   | 26.7 | 4.5  | 4.6 *            | No    | No | 1   |    |    |      | 1    |    | 2     | 0.0% *   | Yes     | Yes |
|                             | % | 44.4                          |      |    | 44.4 | 11.1 |    | 100   |   |      |      |                  |       |    | 50.0  |    |    |      | 50.0 |    | 100   |  |         |     |
| E3,E5,E6                    | # | 5                             |      |    | 14   | 5    |    | 24    | 2.3   | 58.4 | 13.7 | 2.3 *            | 0.1 * | No |   |    |    | 3    | 1    |    | 4     | 0.0% *   | 99.8% * | Yes |
|                             | % | 20.8                          |      |    | 58.3 | 20.8 |    | 100   |   |      |      |                  |       |    |   |    |    | 75.0 | 25.0 |    | 100   |  |         |     |
|                             | # |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | % |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | # |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | % |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | # |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | % |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | # |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | % |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | # |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | % |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | # |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |
|                             | % |                               |      |    |      |      |    |       |   |      |      |                  |       |    |   |    |    |      |      |    |       |  |         |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **100.0%**  
Level of Goal Attainment for 2023: **100.0%**  
Level of Goal Attainment for 2024: **100.0%**

## South Carolina Department of Insurance

Agency Director: Michael Wise

EEO Officer: Kenya Perez

| 1                           | 2                             |       |     |     |      |      |       | 3   |     |      | 4                |                  |                   | 5   |      |      |      |       |      |       | 6  |                    |                    |                   |
|-----------------------------|-------------------------------|-------|-----|-----|------|------|-------|---|-----|------|------------------|------------------|-------------------|---|------|------|------|-------|------|-------|--|--------------------|--------------------|-------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |       |     |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |                  |                   | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |       |      |       | % of Goals Met Based on<br>Adjusted Availability |                    |                    |                   |
|                             | 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    | 4    | 2     | 24  | 7.1 | 27.9 | 10.3             | 2.9 <sup>*</sup> | No                | No  |      |      |      | 1     | 1    |       | 2  | 59.2% <sup>*</sup> | Yes                | Yes               |
|                             | %                             | 33.3  | 4.2 |     | 37.5 | 16.7 | 8.3   | 100   |     |      |                  |                  |                   |   |      |      | 50.0 | 50.0  |      | 100   |  |                    |                    |                   |
| E2                          | #                             | 13    | 3   | 1   | 19   | 19   | 3     | 58  | 6.4 | 33.1 | 19.7             | 1.2 <sup>*</sup> | 0.3 <sup>*</sup>  | No  | 1    | 2    |      | 5     | 1    |       | 9  | 80.7% <sup>*</sup> | 99.0% <sup>*</sup> | Yes               |
|                             | %                             | 22.4  | 5.2 | 1.7 | 32.8 | 32.8 | 5.2   | 100   |     |      |                  |                  |                   |   | 11.1 | 22.2 |      | 55.6  | 11.1 |       | 100  |                    |                    |                   |
| E5                          | #                             | 1     |     |     |      |      |       | 1   | 3.0 | 46.6 | 7.8              | 3.0 <sup>*</sup> | 46.6 <sup>*</sup> | 7.8 <sup>*</sup>                              |      |      |      |       |      |       |  | 0.0% <sup>*</sup>  | 0.0% <sup>*</sup>  | 0.0% <sup>*</sup> |
|                             | %                             | 100.0 |     |     |      |      |       | 100   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |
| E6                          | #                             |       |     |     | 1    | 1    |       | 2   | 2.7 | 25.4 | 36.9             | 2.7 <sup>*</sup> | No                | No  |      |      |      |       | 1    |       | 1  | 0.0% <sup>*</sup>  | Yes                | Yes               |
|                             | %                             |       |     |     | 50.0 | 50.0 |       | 100   |     |      |                  |                  |                   |   |      |      |      | 100.0 |      |       | 100  |                    |                    |                   |
|                             | #                             |       |     |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |
|                             | %                             |       |     |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |
|                             | #                             |       |     |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |
|                             | %                             |       |     |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |
|                             | #                             |       |     |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |
|                             | %                             |       |     |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |
|                             | #                             |       |     |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |
|                             | %                             |       |     |     |      |      |       |   |     |      |                  |                  |                   |   |      |      |      |       |      |       |  |                    |                    |                   |

**Legend:**

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

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **90.7%**  
Level of Goal Attainment for 2023: **93.6%**  
Level of Goal Attainment for 2024: **92.4%**

## South Carolina Department of Juvenile Justice

Agency Director: L. Eden Hendrick

EEO Officer: DeWarren Register

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |       |       | 5   |      |       |       |      |      |       | 6  |         |         |      |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|-------|-------|---|------|-------|-------|------|------|-------|--|---------|---------|------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |       |       |      |      |       | % of Goals Met Based on<br>Adjusted Availability |         |         |      |
|                             | 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    | 22   | 1    | 12   | 44   |       | 83  | 11.9 | 25.1 | 21.0             | No    | 10.6  | No  | 2    | 7     |       | 3    | 4    |       | 16   | Yes     | 57.9%   | Yes  |
|                             | %                             | 4.8  | 26.5 | 1.2  | 14.5 | 53.0 |       | 100   |      |      |                  |       |       |   | 12.5 | 43.8  |       | 18.8 | 25.0 |       | 100  |         |         |      |
| E2                          | #                             | 66   | 88   | 4    | 148  | 289  | 16    | 611   | 8.9  | 34.9 | 22.9             | No    | 10.7  | No  |      | 22    | 1     | 6    | 65   | 3     | 97   | Yes     | 69.4%   | Yes  |
|                             | %                             | 10.8 | 14.4 | 0.7  | 24.2 | 47.3 | 2.6   | 100   |      |      |                  |       |       |   |      | 22.7  | 1.0   | 6.2  | 67.0 | 3.1   | 100  |         |         |      |
| E3                          | #                             | 8    | 1    |      | 2    | 6    |       | 17  | 6.3  | 38.1 | 12.9             | 0.4 * | 26.3  | No  | 16   |       |       | 29   | 2    |       | 47   | 93.7% * | 31.0%   | Yes  |
|                             | %                             | 47.1 | 5.9  |      | 11.8 | 35.3 |       | 100   |      |      |                  |       |       |   | 34.0 |       |       | 61.7 | 4.3  |       | 100  |         |         |      |
| E4                          | #                             | 32   | 97   | 10   | 37   | 182  | 10    | 368   | 21.1 | 15.4 | 16.1             | No    | 5.3   | No  | 42   | 106   | 1     | 31   | 184  | 8     | 372  | Yes     | 65.5%   | Yes  |
|                             | %                             | 8.7  | 26.4 | 2.7  | 10.1 | 49.5 | 2.7   | 100   |      |      |                  |       |       |   | 11.3 | 28.5  | 0.3   | 8.3  | 49.5 | 2.2   | 100  |         |         |      |
| E5                          | #                             |      | 5    |      | 12   | 18   | 1     | 36  | 9.0  | 34.6 | 14.7             | No    | 1.3 * | No  |      | 2     |       | 4    | 8    |       | 14   | Yes     | 96.1% * | Yes  |
|                             | %                             |      | 13.9 |      | 33.3 | 50.0 | 2.8   | 100   |      |      |                  |       |       |   |      | 14.3  |       | 28.6 | 57.1 |       | 100  |         |         |      |
| E6                          | #                             |      | 2    | 2    | 21   | 20   | 2     | 47  | 6.2  | 40.0 | 16.8             | 1.9 * | No    | No  |      |       | 1     |      |      |       | 1  | 69.2% * | Yes     | Yes  |
|                             | %                             |      | 4.3  | 4.3  | 44.7 | 42.6 | 4.3   | 100   |      |      |                  |       |       |   |      |       | 100.0 |      |      |       | 100  |         |         |      |
| E7                          | #                             | 2    | 7    | 9    |      |      |       | 18  | 8.6  | 19.4 | 7.9              | No    | 19.4  | 7.9   | 5    | 2     |       |      |      |       | 7  | Yes     | 0.0%    | 0.0% |
|                             | %                             | 11.1 | 38.9 | 50.0 |      |      |       | 100   |      |      |                  |       |       |   | 71.4 | 28.6  |       |      |      |       | 100  |         |         |      |
| E8                          | #                             | 3    | 11   | 1    |      | 6    |       | 21  | 11.3 | 22.2 | 10.3             | No    | 22.2  | No  |      | 5     |       |      |      |       | 5  | Yes     | 0.0%    | Yes  |
|                             | %                             | 14.3 | 52.4 | 4.8  |      | 28.6 |       | 100   |      |      |                  |       |       |   |      | 100.0 |       |      |      |       | 100  |         |         |      |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |       |       |   |      |       |       |      |      |       |  |         |         |      |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |       |       |   |      |       |       |      |      |       |  |         |         |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **80.5%**  
Level of Goal Attainment for 2023: **74.5%**  
Level of Goal Attainment for 2024: **78.5%**

## SC Dept. of Labor, Licensing and Regulation

Agency Director: Emily Farr

EEO Officer: Kathryn Britt

| 1                           |   | 2                             |      |     |      |      |      |       | 3   |      |      | 4                 |                   |                   | 5   |     |     |       |      |      |       |                    | 6  |                    |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|------|-------|---|------|------|-------------------|-------------------|-------------------|---|-----|-----|-------|------|------|-------|--------------------|--|--------------------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization  |                   |                   | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |     |       |      |      |       |                    | % of Goals Met Based on<br>Adjusted Availability |                    |  |
|                             |   | 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    |     | 4    | 2    |      | 12    | 11.0  | 22.2 | 9.8  | 2.7 <sup>*</sup>  | No                | No                |   |     |     | 1     |      |      | 1     | 75.6% <sup>*</sup> | Yes  | Yes                |  |
|                             | % | 41.7                          | 8.3  |     | 33.3 | 16.7 |      | 100   |   |      |      |                   |                   |                   |   |     |     | 100.0 |      |      | 100   |                    |  |                    |  |
| E2A                         | # | 37                            | 10   | 1   | 34   | 29   | 2    | 113   | 7.6   | 25.5 | 14.1 | No                | No                | No                | 5   |     |     | 6     | 9    | 1    | 21    | Yes                | Yes  | Yes                |  |
|                             | % | 32.7                          | 8.8  | 0.9 | 30.1 | 25.7 | 1.8  | 100   |   |      |      |                   |                   |                   | 23.8  |     |     | 28.6  | 42.9 | 4.8  | 100   |                    |  |                    |  |
| E2B                         | # | 42                            | 13   | 2   | 70   | 39   | 12   | 178   | 6.6   | 32.4 | 26.1 | No                | No                | 4.2               | 17  | 2   | 1   | 14    | 18   | 7    | 59    | Yes                | Yes  | 84.0%              |  |
|                             | % | 23.6                          | 7.3  | 1.1 | 39.3 | 21.9 | 6.7  | 100   |   |      |      |                   |                   |                   | 28.8  | 3.4 | 1.7 | 23.7  | 30.5 | 11.9 | 100   |                    |  |                    |  |
| E3                          | # | 28                            | 4    |     | 7    | 2    |      | 41    | 6.4   | 15.1 | 5.3  | No                | No                | 0.4 <sup>*</sup>  | 8   |     |     | 1     |      |      | 9     | Yes                | Yes  | 92.2% <sup>*</sup> |  |
|                             | % | 68.3                          | 9.8  |     | 17.1 | 4.9  |      | 100   |   |      |      |                   |                   |                   | 88.9  |     |     | 11.1  |      |      | 100   |                    |  |                    |  |
| E5                          | # | 2                             | 2    |     | 14   | 43   | 8    | 69    | 4.8   | 38.5 | 36.4 | 1.9               | 18.2              | No                | 2   | 1   |     | 3     | 15   | 3    | 24    | 59.9%              | 52.7%  | Yes                |  |
|                             | % | 2.9                           | 2.9  |     | 20.3 | 62.3 | 11.6 | 100   |   |      |      |                   |                   |                   | 8.3   | 4.2 |     | 12.5  | 62.5 | 12.5 | 100   |                    |  |                    |  |
| E6                          | # | 1                             |      |     |      |      |      | 1     | 15.9  | 12.3 | 40.2 | 15.9 <sup>*</sup> | 12.3 <sup>*</sup> | 40.2 <sup>*</sup> |   |     |     |       |      |      |       | 0.0% <sup>*</sup>  | 0.0% <sup>*</sup>                                | 0.0% <sup>*</sup>  |  |
|                             | % | 100.0                         |      |     |      |      |      | 100   |   |      |      |                   |                   |                   |   |     |     |       |      |      |       |                    |  |                    |  |
| E7,E8                       | # | 4                             | 1    |     | 1    | 1    |      | 7     | 18.9  | 7.8  | 6.5  | 4.6 <sup>*</sup>  | No                | No                | 2   |     |     |       |      |      | 2     | 75.8% <sup>*</sup> | Yes  | Yes                |  |
|                             | % | 57.1                          | 14.3 |     | 14.3 | 14.3 |      | 100   |   |      |      |                   |                   |                   | 100.0   |     |     |       |      |      | 100   |                    |  |                    |  |
|                             | # |                               |      |     |      |      |      |       |   |      |      |                   |                   |                   |   |     |     |       |      |      |       |                    |  |                    |  |
|                             | % |                               |      |     |      |      |      |       |   |      |      |                   |                   |                   |   |     |     |       |      |      |       |                    |  |                    |  |
|                             | # |                               |      |     |      |      |      |       |   |      |      |                   |                   |                   |   |     |     |       |      |      |       |                    |  |                    |  |
|                             | % |                               |      |     |      |      |      |       |   |      |      |                   |                   |                   |   |     |     |       |      |      |       |                    |  |                    |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **96.4%**  
Level of Goal Attainment for 2023: **92.5%**  
Level of Goal Attainment for 2024: **91.1%**

## Lander University

Agency Head: Richard Cosentino

EEO Officer: Jessica Puckett

| 1                           | 2                             |      |     |      |      |      |       | 3   |      |      | 4                |     |      | 5   |      |      |     |      |      |       | 6  |      |      |      |
|-----------------------------|-------------------------------|------|-----|------|------|------|-------|---|------|------|------------------|-----|------|---|------|------|-----|------|------|-------|--|------|------|------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |     |      |      |       | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             | 13   | 1   | 2    | 11   | 2    | 1     | 30  | 4.7  | 25.7 | 5.5              | 1.4 | No   | No  | 2    | 1    |     | 1    |      |       | 4  | 69.7 | Yes  | Yes  |
|                             | %                             | 43.3 | 3.3 | 6.7  | 36.7 | 6.7  | 3.3   | 100   |      |      |                  |     |      |   | 50.0 | 25.0 |     | 25.0 |      |       | 100  |      |      |      |
| C2,C3                       | #                             | 25   |     | 2    | 16   | 1    | 3     | 47  | 5.4  | 36.2 | 10.1             | 5.4 | 2.2  | 8.0   |      |      |     |      |      |       |  | 0.0  | 93.8 | 20.7 |
|                             | %                             | 53.2 |     | 4.3  | 34.0 | 2.1  | 6.4   | 100   |      |      |                  |     |      |   |      |      |     |      |      |       |  |      |      |      |
| C4,C8                       | #                             | 37   |     |      | 12   | 2    | 2     | 53  | 3.1  | 36.5 | 6.0              | 3.1 | 13.9 | 2.2   |      |      |     |      |      |       |  | 0.0  | 61.9 | 63.5 |
|                             | %                             | 69.8 |     |      | 22.6 | 3.8  | 3.8   | 100   |      |      |                  |     |      |   |      |      |     |      |      |       |  |      |      |      |
| C5                          | #                             | 15   |     | 3    | 22   |      | 2     | 42  | 3.5  | 35.1 | 6.7              | 3.5 | No   | 6.7   |      |      |     |      |      |       |  | 0.0  | Yes  | 0.0  |
|                             | %                             | 35.7 |     | 7.1  | 52.4 |      | 4.8   | 100   |      |      |                  |     |      |   |      |      |     |      |      |       |  |      |      |      |
| C6,C7,C9                    | #                             | 6    |     | 1    | 11   | 3    | 1     | 22  | 13.5 | 17.1 | 3.5              | 8.7 | 17.1 | No  | 10   |      | 1   |      |      |       | 11   | 35.4 | 0.0  | Yes  |
|                             | %                             | 27.3 |     | 4.5  | 50.0 | 13.6 | 4.5   | 100   |      |      |                  |     |      |   | 90.9 |      | 9.1 |      |      |       | 100  |      |      |      |
| E2                          | #                             | 31   | 5   |      | 51   | 11   | 3     | 101   | 6.7  | 35.4 | 14.1             | 1.7 | No   | 3.2   | 10   | 1    |     | 13   | 4    | 2     | 30   | 75.0 | Yes  | 77.2 |
|                             | %                             | 30.7 | 5.0 |      | 50.5 | 10.9 | 3.0   | 100   |      |      |                  |     |      |   | 33.3 | 3.3  |     | 43.3 | 13.3 | 6.7   | 100  |      |      |      |
| E3,E4                       | #                             | 16   | 1   | 3    |      | 1    |       | 21  | 13.5 | 17.1 | 3.5              | 8.7 | 17.1 | No  | 10   |      | 1   |      |      |       | 11   | 35.4 | 0.0  | Yes  |
|                             | %                             | 76.2 | 4.8 | 14.3 |      | 4.8  |       | 100   |      |      |                  |     |      |   | 90.9 |      | 9.1 |      |      |       | 100  |      |      |      |
| E5,E6                       | #                             | 3    | 1   |      | 22   | 5    | 2     | 33  | 4.8  | 50.8 | 17.0             | 1.8 | No   | 1.8   | 1    |      |     | 3    | 4    | 2     | 10   | 62.4 | Yes  | 89.4 |
|                             | %                             | 9.1  | 3.0 |      | 66.7 | 15.2 | 6.1   | 100   |      |      |                  |     |      |   | 10.0 |      |     | 30.0 | 40.0 | 20.0  | 100  |      |      |      |
| E7                          | #                             | 19   | 2   |      | 1    | 1    |       | 23  | 13.0 | 6.0  | 2.4              | 4.3 | 1.7  | No  | 1    | 1    |     |      |      |       | 2  | 67.1 | 71.9 | Yes  |
|                             | %                             | 82.6 | 8.7 |      | 4.3  | 4.3  |       | 100   |      |      |                  |     |      |   | 50.0 | 50.0 |     |      |      |       | 100  |      |      |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **83.7%**  
Level of Goal Attainment for 2023: **79.9%**  
Level of Goal Attainment for 2024: **67.5%**

## SC Law Enforcement Division

Agency Director: Chief Mark Keel

EEO Officer: Laura Wilson

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |      |      | 5   |      |      |       |      |     |       |       | 6  |       |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|------|------|---|------|------|-------|------|-----|-------|-------|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |       |      |     |       |       | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | 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    |     | 1    |      |     | 12    | 7.8   | 20.2 | 4.5  | No               | 11.9 | 4.5  |   |      |      |       |      |     |       | Yes   | 41.2%  | 0.0%  |  |
|                             | % | 83.3                          | 8.3  |     | 8.3  |      |     | 100   |   |      |      |                  |      |      |   |      |      |       |      |     |       |       |  |       |  |
| E2A                         | # | 49                            | 10   | 5   | 98   | 30   | 11  | 203   | 4.9   | 36.0 | 10.4 | No               | No   | No   | 6   | 2    | 2    | 18    | 10   | 1   | 39    | Yes   | Yes  | Yes   |  |
|                             | % | 24.1                          | 4.9  | 2.5 | 48.3 | 14.8 | 5.4 | 100   |   |      |      |                  |      |      | 15.4  | 5.1  | 5.1  | 46.2  | 25.6 | 2.6 | 100   |       |  |       |  |
| E2B                         | # | 118                           | 17   | 2   | 31   | 6    | 1   | 175   | 6.2   | 21.8 | 2.2  | No               | 4.1  | No   | 10  | 2    |      | 3     |      |     | 15    | Yes   | 81.1%  | Yes   |  |
|                             | % | 67.4                          | 9.7  | 1.1 | 17.7 | 3.4  | 0.6 | 100   |   |      |      |                  |      |      | 66.7  | 13.3 |      | 20.0  |      |     | 100   |       |  |       |  |
| E3                          | # | 4                             | 1    | 1   | 21   | 7    | 3   | 37    | 8.3   | 23.1 | 12.6 | 5.6              | No   | No   | 2   |      | 1    | 1     | 1    |     | 5     | 32.6% | Yes  | Yes   |  |
|                             | % | 10.8                          | 2.7  | 2.7 | 56.8 | 18.9 | 8.1 | 100   |   |      |      |                  |      |      | 40.0  |      | 20.0 | 20.0  | 20.0 |     | 100   |       |  |       |  |
| E4                          | # | 120                           | 13   | 4   | 47   | 5    | 5   | 194   | 14.7  | 5.6  | 2.8  | 8.0              | No   | 0.2  | 20  | 3    | 1    | 6     | 1    | 1   | 32    | 45.4% | Yes  | 94.5% |  |
|                             | % | 61.9                          | 6.7  | 2.1 | 24.2 | 2.6  | 2.6 | 100   |   |      |      |                  |      |      | 62.5  | 9.4  | 3.1  | 18.8  | 3.1  | 3.1 | 100   |       |  |       |  |
| E5                          | # | 1                             | 1    |     | 18   | 1    |     | 21    | 1.2   | 65.3 | 15.9 | No               | No   | 11.1 |   |      |      | 4     |      |     | 4     | Yes   | Yes  | 30.2% |  |
|                             | % | 4.8                           | 4.8  |     | 85.7 | 4.8  |     | 100   |   |      |      |                  |      |      |   |      |      | 100.0 |      |     | 100   |       |  |       |  |
| E6                          | # | 1                             |      |     | 1    | 3    |     | 5     | 13.2  | 25.3 | 19.2 | 13.2             | 5.3  | No   | 1   |      |      | 1     | 1    |     | 3     | 0.0%  | 79.0%  | Yes   |  |
|                             | % | 20.0                          |      |     | 20.0 | 60.0 |     | 100   |   |      |      |                  |      |      | 33.3  |      |      | 33.3  | 33.3 |     | 100   |       |  |       |  |
| E7                          | # | 7                             | 1    |     |      | 1    |     | 9     | 11.6  | 4.1  | 2.0  | 0.5              | 4.1  | No   | 1   |      |      |       |      |     | 1     | 95.5% | 0.0%   | Yes   |  |
|                             | % | 77.8                          | 11.1 |     |      | 11.1 |     | 100   |   |      |      |                  |      |      | 100.0   |      |      |       |      |     | 100   |       |  |       |  |
| E8                          | # | 2                             |      |     |      | 3    |     | 5     | 16.0  | 24.0 | 12.8 | 16.0             | 24.0 | No   | 1   |      |      |       | 3    |     | 4     | 0.0%  | 0.0%   | Yes   |  |
|                             | % | 40.0                          |      |     |      | 60.0 |     | 100   |   |      |      |                  |      |      | 25.0  |      |      |       | 75.0 |     | 100   |       |  |       |  |

**Legend:**

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

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **76.2%**  
Level of Goal Attainment for 2023: **80.7%**  
Level of Goal Attainment for 2024: **82.6%**



## South Carolina State Library

Agency Director: Leesa Aiken  
EEO Officer: Rashad Akeem Hickson

| 1                           |   | 2                             |     |     |      |      |     |       | 3   |      |      | 4                |      |     | 5   |    |    |      |      |      |       |      | 6  |      |  |
|-----------------------------|---|-------------------------------|-----|-----|------|------|-----|-------|---|------|------|------------------|------|-----|---|----|----|------|------|------|-------|------|--|------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |     |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |      |      |      |       |      | % of Goals Met Based on<br>Adjusted Availability |      |  |
|                             |   | WM                            | BM  | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM  | BM | OM | WF   | BF   | OF   | TOTAL | BM   | WF   | BF   |  |
| E1,E2                       | # | 4                             | 2   | 1   | 27   | 7    | 3   | 44    | 4.1   | 46.6 | 11.3 | No               | No   | No  |   | 1  |    | 7    | 4    | 2    | 14    | Yes  | Yes  | Yes  |  |
|                             | % | 9.1                           | 4.5 | 2.3 | 61.4 | 15.9 | 6.8 | 100   |   |      |      |                  |      |     | 7.1   |    |    | 50.0 | 28.6 | 14.3 | 100   |      |  |      |  |
| E3                          | # | 3                             |     |     |      |      |     | 3     | 9.7   | 12.9 | 3.6  | 9.7              | 12.9 | 3.6 |   |    |    |      |      |      |       | 0.0% | 0.0%   | 0.0% |  |
|                             | % | 100.0                         |     |     |      |      |     | 100   |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | # |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |
|                             | % |                               |     |     |      |      |     |       |   |      |      |                  |      |     |   |    |    |      |      |      |       |      |  |      |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **97.6%**  
Level of Goal Attainment for 2023: **100.0%**  
Level of Goal Attainment for 2024: **100.0%**

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

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

| 1                           | 2                             |      |     |     |      |      |       | 3   |     |      | 4                |     |    | 5   |      |      |      |      |      |       | 6  |       |     |       |
|-----------------------------|-------------------------------|------|-----|-----|------|------|-------|---|-----|------|------------------|-----|----|---|------|------|------|------|------|-------|--|-------|-----|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted 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                        | #                             | 29   | 4   | 5   | 29   | 5    | 3     | 75  | 2.7 | 19.0 | 1.7              | No  | No | No  | 7    |      | 1    | 2    | 1    |       | 11   | Yes   | Yes | Yes   |
|                             | %                             | 38.7 | 5.3 | 6.7 | 38.7 | 6.7  | 4.0   | 100   |     |      |                  |     |    |   | 63.6 |      | 9.1  | 18.2 | 9.1  |       | 100  |       |     |       |
| E102                        | #                             | 46   | 6   | 7   | 52   | 6    | 4     | 121   | 3.1 | 21.1 | 2.2              | No  | No | No  | 13   | 1    | 2    | 17   | 1    | 3     | 37   | Yes   | Yes | Yes   |
|                             | %                             | 38.0 | 5.0 | 5.8 | 43.0 | 5.0  | 3.3   | 100   |     |      |                  |     |    |   | 35.1 | 2.7  | 5.4  | 45.9 | 2.7  | 8.1   | 100  |       |     |       |
| E204                        | #                             | 66   | 12  | 8   | 169  | 35   | 25    | 315   | 5.4 | 32.3 | 7.2              | 1.6 | No | No  | 18   | 4    | 2    | 57   | 9    | 9     | 99   | 70.7% | Yes | Yes   |
|                             | %                             | 21.0 | 3.8 | 2.5 | 53.7 | 11.1 | 7.9   | 100   |     |      |                  |     |    |   | 18.2 | 4.0  | 2.0  | 57.6 | 9.1  | 9.1   | 100  |       |     |       |
| E206                        | #                             | 239  | 41  | 42  | 618  | 176  | 99    | 1215  | 4.5 | 36.8 | 8.7              | 1.1 | No | No  | 74   | 13   | 24   | 151  | 58   | 43    | 363  | 76.0% | Yes | Yes   |
|                             | %                             | 19.7 | 3.4 | 3.5 | 50.9 | 14.5 | 8.1   | 100   |     |      |                  |     |    |   | 20.4 | 3.6  | 6.6  | 41.6 | 16.0 | 11.8  | 100  |       |     |       |
| E208                        | #                             | 32   | 6   | 2   | 159  | 21   | 10    | 230   | 0.9 | 61.7 | 13.3             | No  | No | 4.2   | 9    | 3    | 2    | 41   | 7    | 1     | 63   | Yes   | Yes | 68.5% |
|                             | %                             | 13.9 | 2.6 | 0.9 | 69.1 | 9.1  | 4.3   | 100   |     |      |                  |     |    |   | 14.3 | 4.8  | 3.2  | 65.1 | 11.1 | 1.6   | 100  |       |     |       |
| E209                        | #                             | 25   | 6   |     | 74   | 12   | 11    | 128   | 3.4 | 50.4 | 9.9              | No  | No | 0.5   | 5    | 4    |      | 20   | 2    | 5     | 36   | Yes   | Yes | 94.7% |
|                             | %                             | 19.5 | 4.7 |     | 57.8 | 9.4  | 8.6   | 100   |     |      |                  |     |    |   | 13.9 | 11.1 |      | 55.6 | 5.6  | 13.9  | 100  |       |     |       |
| E215                        | #                             | 11   | 3   | 2   | 84   | 40   | 14    | 154   | 6.0 | 37.7 | 22.4             | 4.1 | No | No  | 1    | 2    |      | 26   | 19   | 7     | 55   | 31.8% | Yes | Yes   |
|                             | %                             | 7.1  | 1.9 | 1.3 | 54.5 | 26   | 9.1   | 100   |     |      |                  |     |    |   | 1.8  | 3.6  |      | 47.3 | 34.5 | 12.7  | 100  |       |     |       |
| E223                        | #                             | 89   | 6   | 22  | 240  | 23   | 47    | 427   | 1.8 | 40.1 | 7.5              | 0.4 | No | 2.1   | 17   |      | 12   | 63   | 10   | 13    | 115  | 79.0% | Yes | 72.1% |
|                             | %                             | 20.8 | 1.4 | 5.2 | 56.2 | 5.4  | 11.0  | 100   |     |      |                  |     |    |   | 14.8 |      | 10.4 | 54.8 | 8.7  | 11.3  | 100  |       |     |       |
| E224                        | #                             | 39   | 9   | 14  | 156  | 47   | 47    | 312   | 3.2 | 46.3 | 20.8             | 0.3 | No | 5.7   | 12   | 5    | 9    | 55   | 26   | 31    | 138  | 90.4% | Yes | 72.7% |
|                             | %                             | 12.5 | 2.9 | 4.5 | 50.0 | 15.1 | 15.1  | 100   |     |      |                  |     |    |   | 8.7  | 3.6  | 6.5  | 39.9 | 18.8 | 22.5  | 100  |       |     |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **85.5%**  
Level of Goal Attainment for 2023: **86.9%**  
Level of Goal Attainment for 2024: **87.4%**

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

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |     |      | 5   |      |      |      |      |      |       |      | 6  |       |       |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|-----|------|---|------|------|------|------|------|-------|------|--|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       |      | % of Goals Met Based on<br>Adjusted Availability |       |       |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF   | BF    |       |
| E225                        | #                             | 58   | 10   | 28   | 102  | 22   | 20    | 240   | 3.1  | 45.7 | 20.4             | No  | 3.2  | 11.2  | 22   | 4    | 22   | 34   | 10   | 19    | 111  | Yes  | 93.1% | 45.2% |
|                             | %                             | 24.2 | 4.2  | 11.7 | 42.5 | 9.2  | 8.3   | 100   |      |      |                  |     |      |   | 19.8 | 3.6  | 19.8 | 30.6 | 9.0  | 17.1  | 100  |  |       |       |
| E226                        | #                             | 88   | 19   | 23   | 387  | 78   | 62    | 657   | 1.9  | 51.1 | 12.1             | No  | No   | 0.2   | 24   | 6    | 13   | 116  | 18   | 27    | 204  | Yes  | Yes   | 98.0% |
|                             | %                             | 13.4 | 2.9  | 3.5  | 58.9 | 11.9 | 9.4   | 100   |      |      |                  |     |      |   | 11.8 | 2.9  | 6.4  | 56.9 | 8.8  | 13.2  | 100  |  |       |       |
| E227                        | #                             | 338  | 57   | 96   | 3377 | 631  | 674   | 5173  | 0.9  | 62.1 | 12.1             | No  | No   | No  | 147  | 28   | 56   | 1304 | 300  | 447   | 2282 | Yes  | Yes   | Yes   |
|                             | %                             | 6.5  | 1.1  | 1.9  | 65.3 | 12.2 | 13.0  | 100   |      |      |                  |     |      |   | 6.4  | 1.2  | 2.5  | 57.1 | 13.1 | 19.6  | 100  |  |       |       |
| E228                        | #                             | 36   | 2    | 9    | 186  | 11   | 26    | 270   | 0.3  | 65.4 | 4.6              | No  | No   | 0.5   | 11   |      |      | 32   | 1    | 12    | 56   | Yes  | Yes   | 88.4% |
|                             | %                             | 13.3 | 0.7  | 3.3  | 68.9 | 4.1  | 9.6   | 100   |      |      |                  |     |      |   | 19.6 |      |      | 57.1 | 1.8  | 21.4  | 100  |  |       |       |
| E330                        | #                             | 44   | 14   | 4    | 33   | 20   | 9     | 124   | 5.4  | 19.5 | 6.1              | No  | No   | No  | 7    | 8    | 7    | 36   | 32   | 31    | 121  | Yes  | Yes   | Yes   |
|                             | %                             | 35.5 | 11.3 | 3.2  | 26.6 | 16.1 | 7.3   | 100   |      |      |                  |     |      |   | 5.8  | 6.6  | 5.8  | 29.8 | 26.4 | 25.6  | 100  |  |       |       |
| E333                        | #                             | 141  | 114  | 60   | 698  | 721  | 220   | 1954  | 2.6  | 45.4 | 26.8             | No  | 9.7  | No  | 85   | 57   | 35   | 424  | 482  | 137   | 1220 | Yes  | 78.6% | Yes   |
|                             | %                             | 7.2  | 5.8  | 3.1  | 35.7 | 36.9 | 11.3  | 100   |      |      |                  |     |      |   | 7.0  | 4.7  | 2.9  | 34.8 | 39.5 | 11.2  | 100  |  |       |       |
| E334                        | #                             | 55   | 15   | 22   | 219  | 33   | 42    | 386   | 3.5  | 43.0 | 25.4             | No  | No   | 16.9  | 19   | 6    | 19   | 60   | 12   | 34    | 150  | Yes  | Yes   | 33.5% |
|                             | %                             | 14.2 | 3.9  | 5.7  | 56.7 | 8.5  | 10.9  | 100   |      |      |                  |     |      |   | 12.7 | 4.0  | 12.7 | 40.0 | 8.0  | 22.7  | 100  |  |       |       |
| E447                        | #                             | 17   | 45   | 15   | 2    | 21   | 6     | 106   | 23.9 | 13.3 | 16.6             | No  | 11.4 | No  | 18   | 41   | 15   | 27   | 45   | 13    | 159  | Yes  | 14.3% | Yes   |
|                             | %                             | 16.0 | 42.5 | 14.2 | 1.9  | 19.8 | 5.7   | 100   |      |      |                  |     |      |   | 11.3 | 25.8 | 9.4  | 17.0 | 28.3 | 8.2   | 100  |  |       |       |
| E550                        | #                             | 16   | 3    | 3    | 99   | 107  | 23    | 251   | 4.7  | 44.3 | 18.4             | 3.5 | 4.9  | No  | 6    | 1    | 1    | 21   | 23   | 11    | 63   | 25.6%  | 88.9% | Yes   |
|                             | %                             | 6.4  | 1.2  | 1.2  | 39.4 | 42.6 | 9.2   | 100   |      |      |                  |     |      |   | 9.5  | 1.6  | 1.6  | 33.3 | 36.5 | 17.5  | 100  |  |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **85.5%**  
Level of Goal Attainment for 2023: **86.9%**  
Level of Goal Attainment for 2024: **87.4%**

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

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

| 1                           |   | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |      |     | 5   |      |      |      |      |      |       |       | 6  |       |  |
|-----------------------------|---|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------|-----|---|------|------|------|------|------|-------|-------|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       |       | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM    | WF   | BF    |  |
| E551                        | # | 126                           | 61   | 31   | 727  | 606  | 166  | 1717  | 2.5   | 50.9 | 24.1 | No               | 8.6  | No  | 43  | 33   | 22   | 272  | 392  | 126  | 888   | Yes   | 83.1%  | Yes   |  |
|                             | % | 7.3                           | 3.6  | 1.8  | 42.3 | 35.3 | 9.7  | 100   |   |      |      |                  |      |     | 4.8   | 3.7  | 2.5  | 30.6 | 44.1 | 14.2 | 100   |       |  |       |  |
| E552                        | # | 10                            | 4    | 3    | 42   | 25   | 8    | 92    | 3.8   | 44.8 | 28.0 | No               | No   | 0.8 | 9   | 2    | 6    | 18   | 11   | 4    | 50    | Yes   | Yes  | 97.2% |  |
|                             | % | 10.9                          | 4.3  | 3.3  | 45.7 | 27.2 | 8.7  | 100   |   |      |      |                  |      |     | 18.0  | 4.0  | 12.0 | 36.0 | 22.0 | 8.0  | 100   |       |  |       |  |
| E660                        | # | 44                            | 45   | 17   | 561  | 833  | 145  | 1645  | 5.9   | 39.4 | 26.1 | 3.2              | 5.3  | No  | 14  | 26   | 9    | 176  | 326  | 71   | 622   | 46.1% | 86.6%  | Yes   |  |
|                             | % | 2.7                           | 2.7  | 1.0  | 34.1 | 50.6 | 8.8  | 100   |   |      |      |                  |      |     | 2.3   | 4.2  | 1.4  | 28.3 | 52.4 | 11.4 | 100   |       |  |       |  |
| E772                        | # | 91                            | 54   | 21   | 1    | 2    |      | 169   | 15.7  | 2.1  | 2.4  | No               | 1.5  | 1.2 | 20  | 29   | 6    | 3    | 7    |      | 65    | Yes   | 28.7%  | 50.2% |  |
|                             | % | 53.8                          | 32.0 | 12.4 | 0.6  | 1.2  |      | 100   |   |      |      |                  |      |     | 30.8  | 44.6 | 9.2  | 4.6  | 10.8 |      | 100   |       |  |       |  |
| E880                        | # | 19                            | 44   | 27   | 11   | 43   | 49   | 193   | 15.0  | 32.1 | 12.0 | No               | 26.4 | No  | 145   | 61   | 51   | 546  | 228  | 150  | 1181  | Yes   | 17.8%  | Yes   |  |
|                             | % | 9.8                           | 22.8 | 14.0 | 5.7  | 22.3 | 25.4 | 100   |   |      |      |                  |      |     | 12.3  | 5.2  | 4.3  | 46.2 | 19.3 | 12.7 | 100   |       |  |       |  |
|                             | # |                               |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |       |  |
|                             | % |                               |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |       |  |
|                             | # |                               |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |       |  |
|                             | % |                               |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |       |  |
|                             | # |                               |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |       |  |
|                             | % |                               |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |       |  |
|                             | # |                               |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |       |  |
|                             | % |                               |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |       |  |       |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **85.5%**  
Level of Goal Attainment for 2023: **86.9%**  
Level of Goal Attainment for 2024: **87.4%**

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

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

| 1                           | 2                             |      |     |      |      |      |       | 3   |      |     | 4                |      |       | 5   |     |      |       |     |      |       | 6  |       |         |
|-----------------------------|-------------------------------|------|-----|------|------|------|-------|---|------|-----|------------------|------|-------|---|-----|------|-------|-----|------|-------|--|-------|---------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |     | Underutilization |      |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |      |       |     |      |       | % of Goals Met Based on<br>Adjusted Availability |       |         |
|                             | WM                            | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF   | BF  | BM               | WF   | BF    | WM  | BM  | OM   | WF    | BF  | OF   | TOTAL | BM   | WF    | BF      |
| C1                          | #                             | 2    |     |      | 2    |      | 4     | 2.5   | 25.4 | 2.5 | 2.5 *            | No   | 2.5 * |   |     |      |       |     |      |       | 0.0% *   | Yes   | 0.0% *  |
|                             | %                             | 50.0 |     |      | 50.0 |      | 100   |   |      |     |                  |      |       |   |     |      |       |     |      |       |  |       |         |
| C2                          | #                             | 13   |     | 4    | 3    |      | 20    | 2.8   | 32.3 | 3.9 | 2.8 *            | 17.3 | 3.9 * | 1   |     |      | 1     |     |      | 2     | 0.0% *   | 46.4% | 0.0% *  |
|                             | %                             | 65.0 |     | 20.0 | 15.0 |      | 100   |   |      |     |                  |      |       | 50.0  |     |      | 50.0  |     |      | 100   |  |       |         |
| C3                          | #                             | 170  | 1   | 38   | 121  | 4    | 22    | 2.8   | 32.4 | 4.0 | 2.5              | No   | 2.9   | 4   |     |      |       |     | 2    | 6     | 10.6%  | Yes   | 27.5%   |
|                             | %                             | 47.8 | 0.3 | 10.7 | 34.0 | 1.1  | 6.2   |   |      |     |                  |      |       | 66.7  |     |      |       |     | 33.3 | 100   |  |       |         |
| C4                          | #                             | 118  | 2   | 47   | 126  | 11   | 34    | 2.9   | 32.4 | 4.1 | 2.3              | No   | 0.8   | 6   | 1   | 3    | 6     |     | 3    | 19    | 20.9%  | Yes   | 81.4%   |
|                             | %                             | 34.9 | 0.6 | 13.9 | 37.3 | 3.3  | 10.1  |   |      |     |                  |      |       | 31.6  | 5.3 | 15.8 | 31.6  |     | 15.8 | 100   |  |       |         |
| C5                          | #                             | 218  | 7   | 86   | 241  | 12   | 84    | 3.0   | 32.6 | 4.4 | 1.9              | No   | 2.5   | 30  | 1   | 17   | 37    | 3   | 13   | 101   | 36.1%  | Yes   | 43.6%   |
|                             | %                             | 33.6 | 1.1 | 13.3 | 37.2 | 1.9  | 13.0  |   |      |     |                  |      |       | 29.7  | 1.0 | 16.8 | 36.6  | 3.0 | 12.9 | 100   |  |       |         |
| C6                          | #                             | 25   | 1   | 4    | 70   | 5    | 15    | 3.1   | 32.7 | 4.4 | 2.3              | No   | 0.2 * | 34  | 1   | 12   | 44    |     | 11   | 102   | 25.9%  | Yes   | 95.0% * |
|                             | %                             | 20.8 | 0.8 | 3.3  | 58.3 | 4.2  | 12.5  |   |      |     |                  |      |       | 33.3  | 1.0 | 11.8 | 43.1  |     | 10.8 | 100   |  |       |         |
| C8                          | #                             | 3    | 1   | 1    | 6    |      | 3     | 3.1   | 32.8 | 4.5 | No               | No   | 4.5 * |   |     |      | 3     |     |      | 3     | Yes  | Yes   | 0.0% *  |
|                             | %                             | 21.4 | 7.1 | 7.1  | 42.9 |      | 21.4  |   |      |     |                  |      |       |   |     |      | 100.0 |     |      | 100   |  |       |         |
| E1A                         | #                             | 23   | 1   | 3    | 41   | 3    | 4     | 6.3   | 24.2 | 3.7 | 5.0              | No   | No    | 5   |     | 2    | 5     |     |      | 12    | 20.5%  | Yes   | Yes     |
|                             | %                             | 30.7 | 1.3 | 4.0  | 54.7 | 4.0  | 5.3   |   |      |     |                  |      |       | 41.7  |     | 16.7 | 41.7  |     |      | 100   |  |       |         |
| E1B                         | #                             | 56   | 4   | 8    | 191  | 31   | 18    | 6.1   | 27.5 | 5.1 | 4.8              | No   | No    | 5   | 1   | 2    | 24    | 4   | 5    | 41    | 21.3%  | Yes   | Yes     |
|                             | %                             | 18.2 | 1.3 | 2.6  | 62.0 | 10.1 | 5.8   |   |      |     |                  |      |       | 12.2  | 2.4 | 4.9  | 58.5  | 9.8 | 12.2 | 100   |  |       |         |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **77.2%**  
Level of Goal Attainment for 2023: **74.9%**  
Level of Goal Attainment for 2024: **75.6%**

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

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

| 1                           | 2                             |      |      |      |      |      |       | 3   |     |      | 4                |     |      | 5   |       |     |      |      |       |       |     | 6  |       |       |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|-----|------|------------------|-----|------|---|-------|-----|------|------|-------|-------|-----|--|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |     |      |      |       |       |     | % of Goals Met Based on<br>Adjusted Availability |       |       |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF  | BF   | BM               | WF  | BF   | WM  | BM    | OM  | WF   | BF   | OF    | TOTAL | BM  | WF   | BF    |       |
| E2A                         | #                             | 78   | 14   | 18   | 407  | 157  | 62    | 736   | 6.1 | 38.9 | 11.9             | 4.2 | No   | No  | 19    | 1   | 3    | 74   | 33    | 13    | 143 | 31.0%  | Yes   | Yes   |
|                             | %                             | 10.6 | 1.9  | 2.4  | 55.3 | 21.3 | 8.4   | 100   |     |      |                  |     |      |   | 13.3  | 0.7 | 2.1  | 51.7 | 23.1  | 9.1   | 100 |  |       |       |
| E2B                         | #                             | 2    |      | 1    | 37   | 1    | 2     | 43  | 1.4 | 57.0 | 9.9              | 1.4 | No   | 7.6   |       |     |      | 2    |       |       | 2   | 0.0%   | Yes   | 23.3% |
|                             | %                             | 4.7  |      | 2.3  | 86.0 | 2.3  | 4.7   | 100   |     |      |                  |     |      |   |       |     |      |      | 100.0 |       |     |  |       |       |
| E2C                         | #                             | 10   | 3    | 6    | 40   | 37   | 16    | 112   | 5.4 | 38.9 | 15.6             | 2.7 | 3.2  | No  | 2     |     | 4    | 11   | 6     | 6     | 29  | 50.3%  | 91.8% | Yes   |
|                             | %                             | 8.9  | 2.7  | 5.4  | 35.7 | 33.0 | 14.3  | 100   |     |      |                  |     |      |   | 6.9   |     | 13.8 | 37.9 | 20.7  | 20.7  | 100 |  |       |       |
| E2D                         | #                             | 28   | 10   | 6    | 11   | 2    | 6     | 63  | 4.5 | 22.5 | 4.2              | No  | 5.0  | 1.0   | 2     |     |      |      |       | 1     | 3   | Yes  | 77.7% | 76.6% |
|                             | %                             | 44.4 | 15.9 | 9.5  | 17.5 | 3.2  | 9.5   | 100   |     |      |                  |     |      |   | 66.7  |     |      |      |       | 33.3  | 100 |  |       |       |
| E2G                         | #                             | 2    | 1    | 2    | 11   | 1    | 1     | 18  | 2.2 | 55.0 | 15.9             | No  | No   | 10.3  |       |     |      |      |       | 1     | 1   | Yes  | Yes   | 35.2% |
|                             | %                             | 11.1 | 5.6  | 11.1 | 61.1 | 5.6  | 5.6   | 100   |     |      |                  |     |      |   |       |     |      |      |       | 100.0 | 100 |  |       |       |
| E3A                         | #                             | 3    | 1    | 1    | 2    | 6    |       | 13  | 7.1 | 36.7 | 6.2              | No  | 21.3 | No  | 1     |     |      | 1    |       |       | 2   | Yes  | 41.9% | Yes   |
|                             | %                             | 23.1 | 7.7  | 7.7  | 15.4 | 46.2 |       | 100   |     |      |                  |     |      |   | 50.0  |     |      | 50.0 |       |       | 100 |  |       |       |
| E3B                         | #                             | 4    | 1    |      | 1    |      |       | 6   | 4.5 | 37.8 | 17.4             | No  | 21.1 | 17.4  | 3     |     |      |      |       |       | 3   | Yes  | 44.2% | 0.0%  |
|                             | %                             | 66.7 | 16.7 |      | 16.7 |      |       | 100   |     |      |                  |     |      |   | 100.0 |     |      |      |       | 100   |     |  |       |       |
| E3C                         | #                             | 3    | 6    | 7    | 11   | 3    | 3     | 33  | 7.4 | 36.5 | 9.1              | No  | 3.2  | 0.0   | 2     | 1   | 4    | 1    | 1     | 3     | 12  | Yes  | 91.2% | 99.9% |
|                             | %                             | 9.1  | 18.2 | 21.2 | 33.3 | 9.1  | 9.1   | 100   |     |      |                  |     |      |   | 16.7  | 8.3 | 33.3 | 8.3  | 8.3   | 25.0  | 100 |  |       |       |
| E3E                         | #                             | 15   | 3    | 3    | 26   | 18   | 15    | 80  | 3.7 | 36.8 | 15.4             | No  | 4.3  | No  | 3     |     | 1    | 2    | 4     | 6     | 16  | Yes  | 88.3% | Yes   |
|                             | %                             | 18.8 | 3.8  | 3.8  | 32.5 | 22.5 | 18.8  | 100   |     |      |                  |     |      |   | 18.8  |     | 6.3  | 12.5 | 25.0  | 37.5  | 100 |  |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **77.2%**  
Level of Goal Attainment for 2023: **74.9%**  
Level of Goal Attainment for 2024: **75.6%**

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

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |       |      | 5   |      |      |       |      |       |       | 6  |       |       |     |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|-------|------|---|------|------|-------|------|-------|-------|--|-------|-------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |       |      |       |       | % of Goals Met Based on<br>Adjusted Availability |       |       |     |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF    | BF   | WM  | BM   | OM   | WF    | BF   | OF    | TOTAL | BM   | WF    | BF    |     |
| E3F                         | #                             | 1    |      |      | 4    |      | 3     | 8   | 8.2  | 24.0 | 12.8             | 8.2 * | No   | 12.8  |      |      |       |      | 1     | 1     | 0.0% *   | Yes   | 0.0%  |     |
|                             | %                             | 12.5 |      |      | 50.0 |      | 37.5  | 100   |      |      |                  |       |      |   |      |      |       |      | 100.0 | 100   |  |       |       |     |
| E4A                         | #                             | 24   | 11   | 9    | 4    | 5    | 2     | 55  | 14.7 | 6.1  | 3.8              | No    | No   | No  | 10   | 4    | 6     | 4    |       | 1     | 25   | Yes   | Yes   | Yes |
|                             | %                             | 43.6 | 20.0 | 16.4 | 7.3  | 9.1  | 3.6   | 100   |      |      |                  |       |      |   | 40.0 | 16.0 | 24.0  | 16.0 |       | 4.0   | 100  |       |       |     |
| E5A                         | #                             | 4    | 4    | 3    | 42   | 63   | 6     | 122   | 3.4  | 49.6 | 22.7             | 0.1 * | 15.2 | No  |      |      |       |      |       |       | 96.1% *  | 69.4% | Yes   |     |
|                             | %                             | 3.3  | 3.3  | 2.5  | 34.4 | 51.6 | 4.9   | 100   |      |      |                  |       |      |   |      |      |       |      |       |       |  |       |       |     |
| E6A                         | #                             |      | 2    |      |      | 2    |       | 4   | 3.0  | 45.2 | 25.3             | No    | 45.2 | No  | 3    | 3    | 1     | 14   | 21    | 3     | 45   | Yes   | 0.0%  | Yes |
|                             | %                             |      | 50.0 |      |      | 50.0 |       | 100   |      |      |                  |       |      |   | 6.7  | 6.7  | 2.2   | 31.1 | 46.7  | 6.7   | 100  |       |       |     |
| E6B                         | #                             | 1    | 1    |      |      | 4    |       | 6   | 3.0  | 45.2 | 25.3             | No    | 45.2 | No  |      |      |       |      | 1     |       | 1  | Yes   | 0.0%  | Yes |
|                             | %                             | 16.7 | 16.7 |      |      | 66.7 |       | 100   |      |      |                  |       |      |   |      |      |       |      | 100.0 |       | 100  |       |       |     |
| E7A                         | #                             | 72   | 50   | 18   | 3    | 10   | 2     | 155   | 14.2 | 4.2  | 4.5              | No    | 2.3  | No  | 12   | 14   | 2     | 4    | 5     | 2     | 39   | Yes   | 45.6% | Yes |
|                             | %                             | 46.5 | 32.3 | 11.6 | 1.9  | 6.5  | 1.3   | 100   |      |      |                  |       |      |   | 30.8 | 35.9 | 5.1   | 10.3 | 12.8  | 5.1   | 100  |       |       |     |
| E8A                         | #                             | 2    | 2    | 3    | 3    | 6    |       | 16  | 17.3 | 16.7 | 22.3             | 4.8 * | No   | No  |      |      |       |      |       |       | 72.2% *  | Yes   | Yes   |     |
|                             | %                             | 12.5 | 12.5 | 18.8 | 18.8 | 37.5 |       | 100   |      |      |                  |       |      |   |      |      |       |      |       |       |  |       |       |     |
| E8B                         | #                             | 3    | 2    | 1    |      | 1    |       | 7   | 17.4 | 26.7 | 11.7             | No    | 26.7 | No  |      |      | 1     |      |       |       | 1  | Yes   | 0.0%  | Yes |
|                             | %                             | 42.9 | 28.6 | 14.3 |      | 14.3 |       | 100   |      |      |                  |       |      |   |      |      | 100.0 |      |       |       | 100  |       |       |     |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |       |      |   |      |      |       |      |       |       |  |       |       |     |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |       |      |   |      |      |       |      |       |       |  |       |       |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **77.2%**  
Level of Goal Attainment for 2023: **74.9%**  
Level of Goal Attainment for 2024: **75.6%**

## South Carolina Department of Mental Health (Page 1 of 2)

Agency Director: Dr. Robert Bank

EEO Officer: Akiko Dettorre

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |     |      | 5   |      |      |     |      |      |       |     | 6  |       |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|-----|------|---|------|------|-----|------|------|-------|-----|--|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |     |      |      |       |     | % of Goals Met Based on<br>Adjusted Availability |       |       |
|                             | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF    |       |
| E1                          | #                             | 34   | 19   | 4   | 81   | 56   | 3     | 197   | 10.9 | 26.0 | 17.2             | 1.3 | No   | No  | 3    | 3    |     | 7    | 6    | 2     | 21  | 88.3%  | Yes   | Yes   |
|                             | %                             | 17.3 | 9.6  | 2.0 | 41.1 | 28.4 | 1.5   | 100   |      |      |                  |     |      |   | 14.3 | 14.3 |     | 33.3 | 28.6 | 9.5   | 100 |  |       |       |
| E2                          | #                             | 70   | 55   | 4   | 208  | 229  | 21    | 587   | 9.9  | 25.4 | 42.2             | 0.5 | No   | 3.2   | 21   | 13   |     | 53   | 64   | 11    | 162 | 94.7%  | Yes   | 92.5% |
|                             | %                             | 11.9 | 9.4  | 0.7 | 35.4 | 39.0 | 3.6   | 100   |      |      |                  |     |      |   | 13.0 | 8.0  |     | 32.7 | 39.5 | 6.8   | 100 |  |       |       |
| E2A                         | #                             | 20   | 14   | 2   | 132  | 143  | 9     | 320   | 4.4  | 45.3 | 17.6             | 0.0 | 4.0  | No  | 5    | 1    | 2   | 31   | 46   | 2     | 87  | 99.1%  | 91.2% | Yes   |
|                             | %                             | 6.3  | 4.4  | 0.6 | 41.3 | 44.7 | 2.8   | 100   |      |      |                  |     |      |   | 5.7  | 1.1  | 2.3 | 35.6 | 52.9 | 2.3   | 100 |  |       |       |
| E2B                         | #                             | 75   | 85   | 8   | 366  | 465  | 41    | 1040  | 6.9  | 33.8 | 37.1             | No  | No   | No  | 19   | 21   | 3   | 104  | 121  | 13    | 281 | Yes  | Yes   | Yes   |
|                             | %                             | 7.2  | 8.2  | 0.8 | 35.2 | 44.7 | 3.9   | 100   |      |      |                  |     |      |   | 6.8  | 7.5  | 1.1 | 37.0 | 43.1 | 4.6   | 100 |  |       |       |
| E2C                         | #                             | 20   | 2    | 4   | 31   | 2    | 5     | 64  | 3.4  | 19.4 | 4.1              | 0.3 | No   | 1.0   | 1    |      |     | 2    |      |       | 3   | 90.2%  | Yes   | 74.7% |
|                             | %                             | 31.3 | 3.1  | 6.3 | 48.4 | 3.1  | 7.8   | 100   |      |      |                  |     |      |   | 33.3 |      |     | 66.7 |      |       | 100 |  |       |       |
| E3                          | #                             | 29   | 24   | 3   | 20   | 55   | 4     | 135   | 6.2  | 32.6 | 18.8             | No  | 17.8 | No  | 7    | 4    | 2   | 7    | 21   |       | 41  | Yes  | 45.4% | Yes   |
|                             | %                             | 21.5 | 17.8 | 2.2 | 14.8 | 40.7 | 3.0   | 100   |      |      |                  |     |      |   | 17.1 | 9.8  | 4.9 | 17.1 | 51.2 |       | 100 |  |       |       |
| E4                          | #                             | 12   | 29   | 3   | 3    | 18   | 1     | 66  | 20.3 | 8.7  | 9.9              | No  | 4.2  | No  | 7    | 12   | 1   | 2    | 6    | 1     | 29  | Yes  | 51.9% | Yes   |
|                             | %                             | 18.2 | 43.9 | 4.5 | 4.5  | 27.3 | 1.5   | 100   |      |      |                  |     |      |   | 24.1 | 41.4 | 3.4 | 6.9  | 20.7 | 3.4   | 100 |  |       |       |
| E5                          | #                             | 14   | 21   | 1   | 93   | 206  | 6     | 341   | 3.6  | 47.6 | 26.5             | No  | 20.3 | No  | 5    | 6    |     | 11   | 51   | 1     | 74  | Yes  | 57.3% | Yes   |
|                             | %                             | 4.1  | 6.2  | 0.3 | 27.3 | 60.4 | 1.8   | 100   |      |      |                  |     |      |   | 6.8  | 8.1  |     | 14.9 | 68.9 | 1.4   | 100 |  |       |       |
| E5A                         | #                             | 25   | 69   | 3   | 40   | 211  | 8     | 356   | 5.8  | 24.6 | 49.8             | No  | 13.4 | No  | 9    | 28   | 1   | 36   | 126  | 7     | 207 | Yes  | 45.6% | Yes   |
|                             | %                             | 7.0  | 19.4 | 0.8 | 11.2 | 59.3 | 2.2   | 100   |      |      |                  |     |      |   | 4.3  | 13.5 | 0.5 | 17.4 | 60.9 | 3.4   | 100 |  |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **89.3%**  
Level of Goal Attainment for 2023: **89.0%**  
Level of Goal Attainment for 2024: **85.1%**



## South Carolina Department of Mental Health (Page 2 of 2)

Agency Director: Dr. Robert Bank

EEO Officer: Akiko Dettorre

| 1                           |   | 2                             |      |      |      |      |     |       | 3   |      |      | 4                |      |     | 5   |      |     |      |      |    |       |       | 6  |       |  |
|-----------------------------|---|-------------------------------|------|------|------|------|-----|-------|---|------|------|------------------|------|-----|---|------|-----|------|------|----|-------|-------|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |      |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |      |      |    |       |       | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | WM                            | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM  | WF   | BF   | OF | TOTAL | BM    | WF   | BF    |  |
| E6                          | # | 2                             | 1    |      | 74   | 120  | 7   | 204   | 2.8   | 58.1 | 18.8 | 2.3              | 21.8 | No  |   |      |     | 22   | 25   |    | 47    | 18.0% | 62.4%  | Yes   |  |
|                             | % | 1.0                           | 0.5  |      | 36.3 | 58.8 | 3.4 | 100   |   |      |      |                  |      |     |   |      |     | 46.8 | 53.2 |    | 100   |       |  |       |  |
| E7                          | # | 27                            | 10   | 6    | 2    | 1    |     | 46    | 21.4  | 8.5  | 7.0  | No               | 4.2  | 4.8 | 6   | 2    | 1   | 1    | 1    |    | 11    | Yes   | 50.6%  | 31.4% |  |
|                             | % | 58.7                          | 21.7 | 13.0 | 4.3  | 2.2  |     | 100   |   |      |      |                  |      |     | 54.5  | 18.2 | 9.1 | 9.1  | 9.1  |    | 100   |       |  |       |  |
| E8                          | # | 39                            | 51   | 1    | 15   | 46   | 1   | 153   | 20.2  | 13.7 | 18.9 | No               | 3.9  | No  | 15  | 9    | 1   | 5    | 14   |    | 44    | Yes   | 71.5%  | Yes   |  |
|                             | % | 25.5                          | 33.3 | 0.7  | 9.8  | 30.1 | 0.7 | 100   |   |      |      |                  |      |     | 34.1  | 20.5 | 2.3 | 11.4 | 31.8 |    | 100   |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |      |     |   |      |     |      |      |    |       |       |  |       |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **89.3%**  
Level of Goal Attainment for 2023: **89.0%**  
Level of Goal Attainment for 2024: **85.1%**

## SC Commission for Minority Affairs

Agency Director: Dr. Delores Dacosta

EEO Officer: Christa Wiebelt

| 1                           |   | 2                             |       |      |    |      |     |       | 3   |      |      | 4                |      |      | 5   |       |      |    |      |    |       |     | 6  |      |  |
|-----------------------------|---|-------------------------------|-------|------|----|------|-----|-------|---|------|------|------------------|------|------|---|-------|------|----|------|----|-------|-----|--|------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |       |      |    |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |    |      |    |       |     | % of Goals Met Based on<br>Adjusted Availability |      |  |
|                             |   | 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     | 5.9   | 32.0 | 30.1 | No               | 32.0 | 30.1 |   |       |      |    |      |    |       | Yes | 0.0%   | 0.0% |  |
|                             | % |                               | 100.0 |      |    |      |     | 100   |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
| E2                          | # | 3                             | 3     | 3    |    | 9    | 1   | 19    | 9.3   | 26.7 | 28.4 | No               | 26.7 | No   |   |       | 1    |    | 4    |    | 5     | Yes | 0.0%   | Yes  |  |
|                             | % | 15.8                          | 15.8  | 15.8 |    | 47.4 | 5.3 | 100   |   |      |      |                  |      |      |   |       | 20.0 |    | 80.0 |    | 100   |     |  |      |  |
| E3                          | # |                               | 1     |      |    |      |     | 1     | 6.9   | 38.5 | 12.8 | No               | 38.5 | 12.8 |   | 1     |      |    |      |    | 1     | Yes | 0.0%   | 0.0% |  |
|                             | % |                               | 100.0 |      |    |      |     | 100   |   |      |      |                  |      |      |   | 100.0 |      |    |      |    | 100   |     |  |      |  |
|                             | # |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | % |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | # |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | % |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | # |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | % |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | # |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | % |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | # |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |
|                             | % |                               |       |      |    |      |     |       |   |      |      |                  |      |      |   |       |      |    |      |    |       |     |  |      |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: -  
Level of Goal Attainment for 2023: -  
Level of Goal Attainment for 2024: **80.0%**

## SC Department of Motor Vehicles

Agency Director: Kevin Shwedo

EEO Officer: Darnel Lewis

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |      |      | 5   |      |      |      |      |      |       |       | 6  |       |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|------|------|---|------|------|------|------|------|-------|-------|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       |       | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | 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    |     | 6    | 4    |     | 20    | 4.7   | 28.4 | 18.9 | No               | No   | No   | 1   |      |      |      | 1    |      | 2     | Yes   | Yes  | Yes   |  |
|                             | % | 45.0                          | 5.0  |     | 30.0 | 20.0 |     | 100   |   |      |      |                  |      |      | 50.0  |      |      |      | 50.0 |      | 100   |       |  |       |  |
| E2                          | # | 59                            | 32   | 2   | 167  | 169  | 15  | 444   | 9.3   | 27.9 | 20.0 | 2.1              | No   | No   |   | 1    | 1    | 2    |      | 1    | 5     | 77.0% | Yes  | Yes   |  |
|                             | % | 13.3                          | 7.2  | 0.5 | 37.6 | 38.1 | 3.4 | 100   |   |      |      |                  |      |      |   | 20.0 | 20.0 | 40.0 |      | 20.0 | 100   |       |  |       |  |
| E3                          | # | 14                            | 8    | 1   | 13   | 4    | 1   | 41    | 11.4  | 27.0 | 22.8 | No               | No   | 13.0 |   | 3    |      | 1    |      | 1    | 5     | Yes   | Yes  | 42.9% |  |
|                             | % | 34.1                          | 19.5 | 2.4 | 31.7 | 9.8  | 2.4 | 100   |   |      |      |                  |      |      |   | 60.0 |      | 20.0 |      | 20.0 | 100   |       |  |       |  |
| E5                          | # | 3                             | 5    | 1   | 10   | 34   | 3   | 56    | 5.4   | 29.2 | 40.5 | No               | 11.3 | No   | 3   | 4    | 1    | 7    | 4    | 6    | 25    | Yes   | 61.3%  | Yes   |  |
|                             | % | 5.4                           | 8.9  | 1.8 | 17.9 | 60.7 | 5.4 | 100   |   |      |      |                  |      |      | 12.0  | 16.0 | 4.0  | 28.0 | 16.0 | 24.0 | 100   |       |  |       |  |
| E6                          | # | 58                            | 45   | 7   | 283  | 327  | 35  | 755   | 6.9   | 33.7 | 29.4 | 0.9              | No   | No   | 21  | 20   | 11   | 89   | 144  | 35   | 320   | 86.4% | Yes  | Yes   |  |
|                             | % | 7.7                           | 6.0  | 0.9 | 37.5 | 43.3 | 4.6 | 100   |   |      |      |                  |      |      | 6.6   | 6.3  | 3.4  | 27.8 | 45.0 | 10.9 | 100   |       |  |       |  |
| E7                          | # | 7                             | 1    |     | 1    |      |     | 9     | 20.9  | 3.4  | 3.4  | 9.8              | No   | 3.4  | 1   |      | 1    |      |      | 1    | 3     | 53.0% | Yes  | 0.0%  |  |
|                             | % | 77.8                          | 11.1 |     | 11.1 |      |     | 100   |   |      |      |                  |      |      | 33.3  |      | 33.3 |      |      | 33.3 | 100   |       |  |       |  |
| E8                          | # | 2                             | 3    |     |      |      |     | 5     | 15.0  | 22.6 | 16.8 | No               | 22.6 | 16.8 |   |      |      |      |      |      |       | Yes   | 0.0%   | 0.0%  |  |
|                             | % | 40.0                          | 60.0 |     |      |      |     | 100   |   |      |      |                  |      |      |   |      |      |      |      |      |       |       |  |       |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |      |   |      |      |      |      |      |       |       |  |       |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |      |   |      |      |      |      |      |       |       |  |       |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |      |   |      |      |      |      |      |       |       |  |       |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |      |   |      |      |      |      |      |       |       |  |       |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **88.7%**  
Level of Goal Attainment for 2023: **82.8%**  
Level of Goal Attainment for 2024: **85.3%**

## SC State Museum

Agency Director: Amy Bartow-Melia

EEO Officer: Sonja Bradford

| 1                           |   | 2                             |      |    |      |      |     | 3   |      |      | 4                |       |        | 5   |       |      |    |       |    |    | 6  |        |         |         |
|-----------------------------|---|-------------------------------|------|----|------|------|-----|---|------|------|------------------|-------|--------|---|-------|------|----|-------|----|----|--|--------|---------|---------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |    |      |      |     | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |        | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |    |       |    |    | % of Goals Met Based on<br>Adjusted Availability |        |         |         |
|                             |   | WM                            | BM   | OM | WF   | BF   | OF  | TOTAL   | BM   | WF   | BF               | BM    | WF     | BF  | WM    | BM   | OM | WF    | BF | OF | TOTAL  | BM     | WF      | BF      |
| E1                          | # | 3                             |      |    | 2    | 2    |     | 7   | 2.2  | 36.6 | 10.8             | 2.2 * | 8.0 *  | No  |       |      |    | 1     |    |    | 1  | 0.0% * | 78.1% * | Yes     |
|                             | % | 42.9                          |      |    | 28.6 | 28.6 |     | 100   |      |      |                  |       |        |   |       |      |    | 100.0 |    |    | 100  |        |         |         |
| E2                          | # | 4                             | 2    |    | 9    | 4    | 2   | 21  | 6.8  | 31.7 | 9.8              | No    | No     | No  | 2     | 1    |    | 4     |    |    | 7  | Yes    | Yes     | Yes     |
|                             | % | 19.0                          | 9.5  |    | 42.9 | 19.0 | 9.5 | 100   |      |      |                  |       |        |   | 28.6  | 14.3 |    | 57.1  |    |    | 100  |        |         |         |
| E3                          | # | 1                             |      |    |      |      |     | 1   | 6.5  | 33.9 | 8.6              | 6.5 * | 33.9 * | 8.6 *   |       |      |    |       |    |    |  | 0.0% * | 0.0% *  | 0.0% *  |
|                             | % | 100.0                         |      |    |      |      |     | 100   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |
| E4,E7                       | # | 2                             | 2    |    | 1    | 1    |     | 6   | 21.6 | 5.8  | 18.4             | No    | No     | 1.7 *   | 4     |      |    |       |    |    | 4  | Yes    | Yes     | 90.5% * |
|                             | % | 33.3                          | 33.3 |    | 16.7 | 16.7 |     | 100   |      |      |                  |       |        |   | 100.0 |      |    |       |    |    | 100  |        |         |         |
|                             | # |                               |      |    |      |      |     |   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |
|                             | % |                               |      |    |      |      |     |   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |
|                             | # |                               |      |    |      |      |     |   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |
|                             | % |                               |      |    |      |      |     |   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |
|                             | # |                               |      |    |      |      |     |   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |
|                             | % |                               |      |    |      |      |     |   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |
|                             | # |                               |      |    |      |      |     |   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |
|                             | % |                               |      |    |      |      |     |   |      |      |                  |       |        |   |       |      |    |       |    |    |  |        |         |         |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **95.4%**

Level of Goal Attainment for 2023: **100.0%**

Level of Goal Attainment for 2024: **96.1%**

## SC Department of Natural Resources

Agency Director: Robert H. Boyles, Jr.

EEO Officer: Eva Smith

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |     |     | 5   |      |     |      |      |     |       |       | 6  |       |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|-----|-----|---|------|-----|------|------|-----|-------|-------|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |      |      |     |       |       | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | 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                            | 3    |     | 20   | 2    | 1   | 51    | 5.3   | 33.3 | 7.0  | No               | No  | 3.1 | 5   | 2    |     | 5    |      | 1   | 13    | Yes   | Yes  | 55.8% |  |
|                             | % | 49.0                          | 5.9  |     | 39.2 | 3.9  | 2.0 | 100   |   |      |      |                  |     |     | 38.5  | 15.4 |     | 38.5 |      | 7.7 | 100   |       |  |       |  |
| E2A                         | # | 20                            | 4    |     | 60   | 17   | 2   | 103   | 5.7   | 38.4 | 15.4 | 1.8              | No  | No  | 4   | 1    | 1   | 14   | 7    | 1   | 28    | 68.4% | Yes  | Yes   |  |
|                             | % | 19.4                          | 3.9  |     | 58.3 | 16.5 | 1.9 | 100   |   |      |      |                  |     |     | 14.3  | 3.6  | 3.6 | 50.0 | 25.0 | 3.6 | 100   |       |  |       |  |
| E2B                         | # | 136                           |      | 2   | 90   | 3    | 4   | 235   | 2.8   | 34.9 | 5.9  | 2.8              | No  | 4.6 | 19  |      |     | 21   |      | 1   | 41    | 0.0%  | Yes  | 22.2% |  |
|                             | % | 57.9                          |      | 0.9 | 38.3 | 1.3  | 1.7 | 100   |   |      |      |                  |     |     | 46.3  |      |     | 51.2 |      | 2.4 | 100   |       |  |       |  |
| E3                          | # | 118                           | 6    | 2   | 30   | 5    | 2   | 163   | 6.2   | 22.7 | 8.6  | 2.5              | 4.3 | 5.5 | 26  | 2    |     | 8    | 1    | 1   | 38    | 59.9% | 81.1%  | 36.2% |  |
|                             | % | 72.4                          | 3.7  | 1.2 | 18.4 | 3.1  | 1.2 | 100   |   |      |      |                  |     |     | 68.4  | 5.3  |     | 21.1 | 2.6  | 2.6 | 100   |       |  |       |  |
| E4A                         | # | 237                           | 14   | 3   | 21   |      |     | 275   | 28.8  | 4.4  | 0.9  | 23.7             | No  | 0.9 | 53  | 2    |     | 4    |      |     | 59    | 17.7% | Yes  | 0.0%  |  |
|                             | % | 86.2                          | 5.1  | 1.1 | 7.6  |      |     | 100   |   |      |      |                  |     |     | 89.8  | 3.4  |     | 6.8  |      |     | 100   |       |  |       |  |
| E4B                         | # | 58                            | 6    |     | 3    | 2    |     | 69    | 5.2   | 6.6  | 0.3  | No               | 2.3 | No  | 14  | 1    |     | 2    | 1    |     | 18    | Yes   | 65.3%  | Yes   |  |
|                             | % | 84.1                          | 8.7  |     | 4.3  | 2.9  |     | 100   |   |      |      |                  |     |     | 77.8  | 5.6  |     | 11.1 | 5.6  |     | 100   |       |  |       |  |
| E6                          | # | 5                             | 3    |     | 28   | 8    | 1   | 45    | 6.2   | 41.4 | 26.9 | No               | No  | 9.1 | 2   | 1    |     | 4    | 3    | 1   | 11    | Yes   | Yes  | 66.3% |  |
|                             | % | 11.1                          | 6.7  |     | 62.2 | 17.8 | 2.2 | 100   |   |      |      |                  |     |     | 18.2  | 9.1  |     | 36.4 | 27.3 | 9.1 | 100   |       |  |       |  |
| E7                          | # | 16                            | 4    |     |      | 3    |     | 23    | 15.8  | 7.0  | 15.2 | No               | 7.0 | 2.2 | 4   |      |     |      | 1    |     | 5     | Yes   | 0.0%   | 85.6% |  |
|                             | % | 69.6                          | 17.4 |     |      | 13.0 |     | 100   |   |      |      |                  |     |     | 80.0  |      |     |      | 20.0 |     | 100   |       |  |       |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |     |     |   |      |     |      |      |     |       |       |  |       |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |     |     |   |      |     |      |      |     |       |       |  |       |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **73.1%**  
Level of Goal Attainment for 2023: **64.0%**  
Level of Goal Attainment for 2024: **69.1%**

## SC Department of Parks, Recreation & Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary E. Teague

| 1                           | 2                             |      |      |      |      |     |       | 3   |      |      | 4                |      |       | 5   |       |     |      |       |      |       | 6  |       |        |
|-----------------------------|-------------------------------|------|------|------|------|-----|-------|---|------|------|------------------|------|-------|---|-------|-----|------|-------|------|-------|--|-------|--------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |     |      |       |      |       | % of Goals Met Based on<br>Adjusted Availability |       |        |
|                             | WM                            | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF    | WM  | BM    | OM  | WF   | BF    | OF   | TOTAL | BM   | WF    | BF     |
| E1                          | #                             | 8    |      | 4    |      |     | 12    | 4.4   | 29.6 | 5.8  | 4.4 *            | No   | 5.8 * |   |       |     |      |       |      |       | 0.0% *   | Yes   | 0.0% * |
|                             | %                             | 66.7 |      | 33.3 |      |     | 100   |   |      |      |                  |      |       |   |       |     |      |       |      |       |  |       |        |
| E2,E2A,E2B,E2C,<br>E2D      | #                             | 109  | 4    | 70   | 4    | 1   | 188   | 3.7   | 27.3 | 3.9  | 1.6              | No   | 1.8   | 22  |       | 2   | 19   |       | 1    | 44    | 56.4%  | Yes   | 53.5%  |
|                             | %                             | 58.0 | 2.1  | 37.2 | 2.1  | 0.5 | 100   |   |      |      |                  |      |       | 50.0  |       | 4.5 | 43.2 |       | 2.3  | 100   |  |       |        |
| E3                          | #                             |      |      | 1    | 1    |     | 2     | 5.8   | 18.1 | 6.5  | 5.8 *            | No   | 6.5 * | 1   |       |     |      |       |      | 1     | 0.0% *   | Yes   | 0.0% * |
|                             | %                             |      |      | 50.0 | 50.0 |     |       |   |      |      |                  |      |       |   |       |     |      | 100.0 |      |       |  |       |        |
| E5                          | #                             | 17   | 5    | 50   | 11   | 1   | 84    | 5.0   | 43.4 | 9.4  | No               | No   | No    | 1   | 3     | 1   | 13   | 3     | 1    | 22    | Yes  | Yes   | Yes    |
|                             | %                             | 20.2 | 6.0  | 59.5 | 13.1 | 1.2 | 100   |   |      |      |                  |      |       |   |       |     |      |       |      | 4.5   |  |       |        |
| E5A                         | #                             | 1    | 1    | 5    | 2    |     | 9     | 3.3   | 35.2 | 3.7  | No               | No   | No    |   |       |     |      |       |      |       | Yes  | Yes   | Yes    |
|                             | %                             | 11.1 | 11.1 | 55.6 | 22.2 |     |       |   |      |      |                  |      |       |   |       |     |      |       |      |       |  |       |        |
| E6                          | #                             | 4    |      | 5    | 1    |     | 10    | 3.9   | 48.9 | 23.4 | 3.9 *            | No   | 13.4  |   |       |     | 1    |       |      | 1     | 0.0% *   | Yes   | 42.8%  |
|                             | %                             | 40.0 |      | 50.0 | 10.0 |     |       |   |      |      |                  |      |       |   | 100.0 |     |      | 100   |      |       |  |       |        |
| E7                          | #                             | 50   | 3    | 1    |      |     | 54    | 11.0  | 4.3  | 4.2  | 5.4              | 2.4  | 4.2   | 10  |       | 1   |      |       |      | 11    | 50.8%  | 44.7% | 0.0%   |
|                             | %                             | 92.6 | 5.6  | 1.9  |      |     | 100   |   |      |      |                  |      |       |   |       |     |      |       | 90.9 |       |  |       |        |
| E8                          | #                             | 38   | 2    | 1    | 7    | 2   | 1     | 51  | 20.5 | 2.1  | 1.6              | 16.6 | No    | No  | 18    |     | 2    | 4     |      | 24    | 19.0%  | Yes   | Yes    |
|                             | %                             | 74.5 | 3.9  | 2.0  | 13.7 | 3.9 | 2.0   | 100   |      |      |                  |      |       |   |       |     |      |       |      | 75.0  |  |       |        |
|                             | #                             |      |      |      |      |     |       |   |      |      |                  |      |       |   |       |     |      |       |      |       |  |       |        |
|                             | %                             |      |      |      |      |     |       |   |      |      |                  |      |       |   |       |     |      |       |      |       |  |       |        |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **68.9%**

Level of Goal Attainment for 2023: **73.0%**

Level of Goal Attainment for 2024: **77.2%**

## Patriots Point Development Authority

Agency Director: Allison Hunt

EEO Officer: Christa Wiebelt

| 1                           | 2                             |      |      |    |      |      |       | 3   |      |      | 4                |      |     | 5   |      |      |    |      |    |       | 6  |       |       |      |
|-----------------------------|-------------------------------|------|------|----|------|------|-------|---|------|------|------------------|------|-----|---|------|------|----|------|----|-------|--|-------|-------|------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |    |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |    |      |    |       | % of Goals Met Based on<br>Adjusted Availability |       |       |      |
|                             | WM                            | BM   | OM   | WF | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF | BF   | OF | TOTAL | BM   | WF    | BF    |      |
| E1,E2                       | #                             | 13   |      |    | 10   | 1    |       | 24  | 4.6  | 26.8 | 6.8              | 4.6  | No  | 2.6   | 6    |      |    | 5    |    |       | 11   | 0.0%  | Yes   |      |
|                             | %                             | 54.2 |      |    | 41.7 | 4.2  |       | 100   |      |      |                  |      |     |   | 54.5 |      |    | 45.5 |    |       | 100  | 62.1% |       |      |
| E3,E5                       | #                             | 1    | 1    |    | 4    | 1    |       | 7   | 4.4  | 40.5 | 13.7             | No   | No  | No  |      |      |    |      |    |       |  | Yes   | Yes   | Yes  |
|                             | %                             | 14.3 | 14.3 |    | 57.1 | 14.3 |       | 100   |      |      |                  |      |     |   |      |      |    |      |    |       |  |       |       |      |
| E4                          | #                             | 4    |      |    | 2    |      |       | 6   | 10.7 | 27.3 | 6.8              | 10.7 | No  | 6.8   | 4    |      |    | 3    |    | 2     | 9  | 0.0%  | Yes   | 0.0% |
|                             | %                             | 66.7 |      |    | 33.3 |      |       | 100   |      |      |                  |      |     |   | 44.4 |      |    | 33.3 |    | 22.2  | 100  |       |       |      |
| E7                          | #                             | 15   | 9    |    | 1    |      |       | 25  | 16.8 | 10.9 | 5.5              | No   | 6.9 | 5.5   | 10   | 2    |    |      |    |       | 12   | Yes   | 36.8% | 0.0% |
|                             | %                             | 60.0 | 36.0 |    | 4.0  |      |       | 100   |      |      |                  |      |     |   | 83.3 | 16.7 |    |      |    |       | 100  |       |       |      |
| E8                          | #                             | 1    | 1    |    | 4    | 3    |       | 9   | 9.6  | 33.5 | 10.9             | No   | No  | No  | 1    |      |    | 1    |    |       | 2  | Yes   | Yes   | Yes  |
|                             | %                             | 11.1 | 11.1 |    | 44.4 | 33.3 |       | 100   |      |      |                  |      |     |   | 50.0 |      |    | 50.0 |    |       | 100  |       |       |      |
|                             | #                             |      |      |    |      |      |       |   |      |      |                  |      |     |   |      |      |    |      |    |       |  |       |       |      |
|                             | %                             |      |      |    |      |      |       |   |      |      |                  |      |     |   |      |      |    |      |    |       |  |       |       |      |
|                             | #                             |      |      |    |      |      |       |   |      |      |                  |      |     |   |      |      |    |      |    |       |  |       |       |      |
|                             | %                             |      |      |    |      |      |       |   |      |      |                  |      |     |   |      |      |    |      |    |       |  |       |       |      |
|                             | #                             |      |      |    |      |      |       |   |      |      |                  |      |     |   |      |      |    |      |    |       |  |       |       |      |
|                             | %                             |      |      |    |      |      |       |   |      |      |                  |      |     |   |      |      |    |      |    |       |  |       |       |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **73.9%**  
Level of Goal Attainment for 2023: **79.9%**  
Level of Goal Attainment for 2024: **76.8%**

## State Ports Authority (Page 1 of 2)

Agency Director: Barbara Melvin

EEO Officer: Daron Hogan

| 1                           | 2                             |      |      |     |      |      |     | 3   |      |      | 4                |      |     | 5   |      |      |      |      |      |      |       | 6  |       |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-----|---|------|------|------------------|------|-----|---|------|------|------|------|------|------|-------|--|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |     | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |       |       |
|                             |                               | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL   | BM   | WF   | BF               | BM   | WF  | BF  | WM   | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF    |
| E1                          | #                             | 23   | 4    |     | 5    | 2    |     | 34  | 10.9 | 20.0 | 4.7              | No   | 5.3 | No  | 3    | 1    |      |      | 1    |      | 5     | Yes  | 73.7% | Yes   |
|                             | %                             | 67.6 | 11.8 |     | 14.7 | 5.9  |     | 100   |      |      |                  |      |     |   | 60.0 | 20.0 |      |      | 20.0 |      | 100   |  |       |       |
| E2A                         | #                             | 20   | 4    |     | 9    | 2    |     | 35  | 6.9  | 20.6 | 2.9              | No   | No  | No  | 4    | 1    |      | 2    |      |      | 7     | Yes  | Yes   | Yes   |
|                             | %                             | 57.1 | 11.4 |     | 25.7 | 5.7  |     | 100   |      |      |                  |      |     |   | 57.1 | 14.3 |      | 28.6 |      |      | 100   |  |       |       |
| E2B                         | #                             | 23   | 2    | 1   | 20   | 2    | 1   | 49  | 4.6  | 32.3 | 7.3              | 0.5  | No  | 3.2   | 4    |      | 1    | 1    |      |      | 6     | 89.2   | Yes   | 56.5% |
|                             | %                             | 46.9 | 4.1  | 2   | 40.8 | 4.1  | 2.0 | 100   |      |      |                  |      |     |   | 66.7 |      | 16.7 | 16.7 |      |      | 100   |  |       |       |
| E3                          | #                             | 15   | 1    | 2   | 1    | 4    | 2   | 25  | 4.4  | 13.1 | 4.8              | 0.4  | 9.1 | No  | 3    |      | 1    |      | 1    |      | 5     | 91.8   | 30.5% | Yes   |
|                             | %                             | 60.0 | 4.0  | 8.0 | 4.0  | 16.0 | 8.0 | 100   |      |      |                  |      |     |   | 60.0 |      | 20.0 |      | 20.0 |      | 100   |  |       |       |
| E4A                         | #                             | 15   |      | 2   | 4    | 4    | 1   | 26  | 17.9 | 6.2  | 6.8              | 17.9 | No  | No  | 2    |      |      | 1    | 2    |      | 5     | 0.0%   | Yes   | Yes   |
|                             | %                             | 57.7 |      | 7.7 | 15.4 | 15.4 | 3.8 | 100   |      |      |                  |      |     |   | 40.0 |      |      | 20.0 | 40.0 |      | 100   |  |       |       |
| E4B                         | #                             | 6    | 16   | 2   | 6    | 16   | 2   | 48  | 18.2 | 12.1 | 15.0             | No   | No  | No  |      | 2    |      | 2    | 4    | 1    | 9     | Yes  | Yes   | Yes   |
|                             | %                             | 12.5 | 33.3 | 4.2 | 12.5 | 33.3 | 4.2 | 100   |      |      |                  |      |     |   |      | 22.2 |      | 22.2 | 44.4 | 11.1 | 100   |  |       |       |
| E5                          | #                             | 27   | 11   | 2   | 21   | 9    | 3   | 73  | 7.1  | 32.5 | 8.7              | No   | 3.7 | No  |      | 1    |      |      | 1    | 1    | 3     | Yes  | 88.6% | Yes   |
|                             | %                             | 37.0 | 15.1 | 2.7 | 28.8 | 12.3 | 4.1 | 100   |      |      |                  |      |     |   |      | 33.3 |      |      | 33.3 | 33.3 | 100   |  |       |       |
| E7A                         | #                             | 36   | 6    | 2   |      | 1    |     | 45  | 19.4 | 0.2  | 0.4              | 6.1  | 0.2 | No  | 2    | 1    |      |      |      |      | 3     | 68.6%  | 0.0%  | Yes   |
|                             | %                             | 80.0 | 13.3 | 4.4 |      | 2.2  |     | 100   |      |      |                  |      |     |   | 66.7 | 33.3 |      |      |      |      | 100   |  |       |       |
| E7B                         | #                             | 87   | 10   | 10  |      |      |     | 107   | 9.9  | 2.1  | 0.7              | 0.6  | 2.1 | 0.7   | 11   | 2    | 1    |      |      |      | 14    | 94.3   | 0.0%  | 0.0%  |
|                             | %                             | 81.3 | 9.3  | 9.3 |      |      |     | 100   |      |      |                  |      |     |   | 78.6 | 14.3 | 7.1  |      |      |      | 100   |  |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **72.6%**  
Level of Goal Attainment for 2023: **75.6%**  
Level of Goal Attainment for 2024: **79.8%**



## State Ports Authority (2 of 2)

Agency Director: Barbara Melvin

EEO Officer: Daron Hogan

| 1                           |   | 2                             |      |     |     |     |     |       | 3   |     |     | 4                |     |     | 5   |      |    |    |    |    |       |     | 6  |       |  |
|-----------------------------|---|-------------------------------|------|-----|-----|-----|-----|-------|---|-----|-----|------------------|-----|-----|---|------|----|----|----|----|-------|-----|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |     |     |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |     | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |    |    |    |    |       |     | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | WM                            | BM   | OM  | WF  | BF  | OF  | TOTAL | BM  | WF  | BF  | BM               | WF  | BF  | WM  | BM   | OM | WF | BF | OF | TOTAL | BM  | WF   | BF    |  |
| E7C                         | # | 192                           | 130  | 26  | 2   | 2   | 2   | 354   | 30.6  | 3.0 | 3.0 | No               | 2.4 | 2.4 | 3   | 1    |    |    |    |    | 4     | Yes | 20.3%  | 19.8% |  |
|                             | % | 54.2                          | 36.7 | 7.3 | 0.6 | 0.6 | 0.6 | 100   |   |     |     |                  |     |     | 75.0  | 25.0 |    |    |    |    | 100   |     |  |       |  |
|                             | # |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | % |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | # |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | % |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | # |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | % |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | # |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | % |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | # |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | % |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | # |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | % |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | # |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |
|                             | % |                               |      |     |     |     |     |       |   |     |     |                  |     |     |   |      |    |    |    |    |       |     |  |       |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **72.6%**

Level of Goal Attainment for 2023: **75.6%**

Level of Goal Attainment for 2024: **79.8%**

## Department of Probation, Parole, & Pardon Services

Agency Acting Director: Jodi D. Gallman

EEO Officer: Paul Angus

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |      |      | 5   |    |    |    |    |    |       |       | 6  |       |      |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|------|------|---|----|----|----|----|----|-------|-------|--|-------|------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |    |    |    |       |       | % of Goals Met Based on<br>Adjusted Availability |       |      |
|                             |   | 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    |     | 7    | 10   | 1   | 30    | 6.7   | 23.9 | 16.3 | 3.4              | 0.6  | No   | 2   |    |    | 1  | 1  |    | 4     | 49.5% | 97.3%  | Yes   |      |
|                             | % | 36.7                          | 3.3  |     | 23.3 | 33.3 | 3.3 | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       | 50.0 |
| E2                          | # | 18                            | 19   | 1   | 66   | 124  | 10  | 238   | 6.5   | 30.9 | 34.1 | No               | 3.2  | No   | 4   | 3  | 1  | 19 | 41 | 5  | 73    | Yes   | 89.5%  | Yes   |      |
|                             | % | 7.6                           | 8.0  | 0.4 | 27.7 | 52.1 | 4.2 | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       | 5.5  |
| E2A                         | # | 134                           | 61   | 15  | 93   | 72   | 4   | 379   | 14.5  | 13.0 | 19.8 | No               | No   | 0.8  | 59  | 30 | 8  | 19 | 23 | 1  | 140   | Yes   | Yes  | 96.1% |      |
|                             | % | 35.4                          | 16.1 | 4.0 | 24.5 | 19.0 | 1.1 | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       | 42.1 |
| E3                          | # | 4                             | 3    |     |      | 2    |     | 9     | 7.4   | 24.4 | 18.1 | No               | 24.4 | No   | 3   | 3  |    |    |    |    | 6     | Yes   | 0.0%   | Yes   |      |
|                             | % | 44.4                          | 33.3 |     |      | 22.2 |     | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       | 50.0 |
| E5                          | # | 1                             |      |     | 32   | 25   | 3   | 61    | 4.5   | 37.3 | 35.9 | 4.5              | No   | No   | 1   |    |    | 33 | 21 | 3  | 58    | 0.0%  | Yes  | Yes   |      |
|                             | % | 1.6                           |      |     | 52.5 | 41.0 | 4.9 | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       | 1.7  |
| E6                          | # |                               |      |     | 2    | 1    |     | 3     | 7.6   | 35.5 | 33.9 | 7.6              | No   | 0.6  |   |    |    | 1  | 1  |    | 2     | 0.0%  | Yes  | 98.1% |      |
|                             | % |                               |      |     | 66.7 | 33.3 |     | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       |      |
| E8                          | # | 1                             |      |     |      |      |     | 1     | 19.4  | 21.5 | 15.9 | 19.4             | 21.5 | 15.9 |   |    |    |    |    |    |       | 0.0%  | 0.0%   | 0.0%  |      |
|                             | % | 100.0                         |      |     |      |      |     | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       |      |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       |      |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       |      |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       |      |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |       |  |       |      |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **83.1%**

Level of Goal Attainment for 2023: **82.7%**

Level of Goal Attainment for 2024: **84.2%**

## South Carolina Public Employee Benefit Authority

Agency Director: Peggy Boykin

EEO Officer: Angela Thornton

| 1                           |   | 2                             |      |    |      |       |      |       | 3   |      |      | 4                 |                   |    | 5   |      |    |      |       |     |       |                   | 6  |     |  |
|-----------------------------|---|-------------------------------|------|----|------|-------|------|-------|---|------|------|-------------------|-------------------|----|---|------|----|------|-------|-----|-------|-------------------|--|-----|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |    |      |       |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization  |                   |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |    |      |       |     |       |                   | % of Goals Met Based on<br>Adjusted Availability |     |  |
|                             |   | WM                            | BM   | OM | WF   | BF    | OF   | TOTAL | BM  | WF   | BF   | BM                | WF                | BF | WM  | BM   | OM | WF   | BF    | OF  | TOTAL | BM                | WF   | BF  |  |
| E1                          | # | 20                            | 2    |    | 20   | 14    |      | 56    | 9.6   | 26.0 | 16.5 | 6.0               | No                | No | 1   |      |    | 3    | 1     |     | 5     | 37.5%             | Yes  | Yes |  |
|                             | % | 35.7                          | 3.6  |    | 35.7 | 25.0  |      | 100   |   |      |      |                   |                   |    | 20.0  |      |    | 60.0 | 20.0  |     | 100   |                   |  |     |  |
| E2                          | # | 41                            | 19   |    | 55   | 71    | 4    | 190   | 7.8   | 28.5 | 28.1 | No                | No                | No | 9   | 5    |    | 10   | 21    | 4   | 49    | Yes               | Yes  | Yes |  |
|                             | % | 21.6                          | 10.0 |    | 28.9 | 37.4  | 2.1  | 100   |   |      |      |                   |                   |    | 18.4  | 10.2 |    | 20.4 | 42.9  | 8.2 | 100   |                   |  |     |  |
| E3                          | # | 4                             |      |    |      | 2     | 1    | 7     | 9.8   | 14.4 | 9.3  | 9.8 <sup>*</sup>  | 14.4              | No |   |      |    |      | 1     |     | 1     | 0.0% <sup>*</sup> | 0.0%   | Yes |  |
|                             | % | 57.1                          |      |    |      | 28.6  | 14.3 | 100   |   |      |      |                   |                   |    |   |      |    |      | 100.0 | 100 |       |                   |  |     |  |
| E5                          | # |                               |      |    | 2    | 2     |      | 4     | 8.7   | 29.9 | 37.6 | 8.7 <sup>*</sup>  | No                | No |   |      |    |      |       |     |       | 0.0% <sup>*</sup> | Yes  | Yes |  |
|                             | % |                               |      |    | 50.0 | 50.0  |      | 100   |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |
| E6,E8                       | # |                               |      |    |      | 2     |      | 2     | 20.2  | 14.4 | 30.7 | 20.2 <sup>*</sup> | 14.4 <sup>*</sup> | No |   |      |    |      | 1     |     | 1     | 0.0% <sup>*</sup> | 0.0% <sup>*</sup>                                | Yes |  |
|                             | % |                               |      |    |      | 100.0 |      | 100   |   |      |      |                   |                   |    |   |      |    |      | 100.0 | 100 |       |                   |  |     |  |
|                             | # |                               |      |    |      |       |      |       |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |
|                             | % |                               |      |    |      |       |      |       |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |
|                             | # |                               |      |    |      |       |      |       |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |
|                             | % |                               |      |    |      |       |      |       |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |
|                             | # |                               |      |    |      |       |      |       |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |
|                             | % |                               |      |    |      |       |      |       |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |
|                             | # |                               |      |    |      |       |      |       |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |
|                             | % |                               |      |    |      |       |      |       |   |      |      |                   |                   |    |   |      |    |      |       |     |       |                   |  |     |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **84.7%**  
Level of Goal Attainment for 2023: **82.3%**  
Level of Goal Attainment for 2024: **85.2%**

## SC Department of Public Health

Agency Director: Dr. Edward Simmer

EEO Officer: Georgette Lee-Jackson

| 1                           |   | 2                             |      |     |      |      |     |       | 3   |      |      | 4                |      |     | 5   |     |      |      |       |     |       |       | 6  |       |  |
|-----------------------------|---|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|------|-----|---|-----|------|------|-------|-----|-------|-------|--|-------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |      |      |       |     |       |       | % of Goals Met Based on<br>Adjusted Availability |       |  |
|                             |   | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM  | BM  | OM   | WF   | BF    | OF  | TOTAL | BM    | WF   | BF    |  |
| E1                          | # | 51                            | 10   | 3   | 101  | 79   | 6   | 250   | 3.9   | 32.9 | 9.8  | No               | No   | No  | 1   |     |      | 1    | 2     |     | 4     | Yes   | Yes  | Yes   |  |
|                             | % | 20.4                          | 4.0  | 1.2 | 40.4 | 31.6 | 2.4 | 100   |   |      |      |                  |      |     | 25.0  |     |      | 25.0 | 50.0  |     | 100   |       |  |       |  |
| E2                          | # | 126                           | 61   | 13  | 593  | 404  | 58  | 1255  | 3.9   | 43.8 | 15.0 | No               | No   | No  | 5   | 3   |      | 14   | 12    | 3   | 37    | Yes   | Yes  | Yes   |  |
|                             | % | 10.0                          | 4.9  | 1.0 | 47.3 | 32.2 | 4.6 | 100   |   |      |      |                  |      |     | 13.5  | 8.1 |      | 37.8 | 32.4  | 8.1 | 100   |       |  |       |  |
| E3                          | # | 16                            | 7    | 2   | 30   | 40   | 4   | 99    | 3.5   | 42.9 | 19.9 | No               | 12.6 | No  |   |     |      |      | 1     |     | 1     | Yes   | 70.6%  | Yes   |  |
|                             | % | 16.2                          | 7.1  | 2.0 | 30.3 | 40.4 | 4.0 | 100   |   |      |      |                  |      |     |   |     |      |      | 100.0 |     | 100   |       |  |       |  |
| E5                          | # | 5                             | 3    | 1   | 73   | 98   | 14  | 194   | 2.6   | 55.1 | 16.6 | 1.1              | 17.5 | No  |   |     | 1    |      | 4     |     | 5     | 58.1% | 68.2%  | Yes   |  |
|                             | % | 2.6                           | 1.5  | 0.5 | 37.6 | 50.5 | 7.2 | 100   |   |      |      |                  |      |     |   |     | 20.0 |      | 80.0  |     | 100   |       |  |       |  |
| E6                          | # | 7                             | 4    | 7   | 114  | 140  | 16  | 288   | 3.8   | 48.8 | 22.2 | 2.4              | 9.2  | No  |   |     |      | 1    | 7     |     | 8     | 37.2% | 81.2%  | Yes   |  |
|                             | % | 2.4                           | 1.4  | 2.4 | 39.6 | 48.6 | 5.6 | 100   |   |      |      |                  |      |     |   |     |      | 12.5 | 87.5  |     | 100   |       |  |       |  |
| E7                          | # | 6                             | 2    |     |      | 1    |     | 9     | 9.0   | 17.1 | 4.4  | No               | 17.1 | No  |   |     |      |      |       |     |       | Yes   | 0.0%   | Yes   |  |
|                             | % | 66.7                          | 22.2 |     |      | 11.1 |     | 100   |   |      |      |                  |      |     |   |     |      |      |       |     |       |       |  |       |  |
| E8                          | # | 4                             | 10   |     |      | 1    |     | 15    | 14.2  | 27.2 | 11.2 | No               | 27.2 | 4.5 |   |     |      |      |       |     |       | Yes   | 0.0%   | 59.9% |  |
|                             | % | 26.7                          | 66.7 |     |      | 6.7  |     | 100   |   |      |      |                  |      |     |   |     |      |      |       |     |       |       |  |       |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |     |      |      |       |     |       |       |  |       |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |     |      |      |       |     |       |       |  |       |  |
|                             | # |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |     |      |      |       |     |       |       |  |       |  |
|                             | % |                               |      |     |      |      |     |       |   |      |      |                  |      |     |   |     |      |      |       |     |       |       |  |       |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: -  
Level of Goal Attainment for 2023: -  
Level of Goal Attainment for 2024: **79.8%**

## South Carolina Department of Public Safety (Page 1 of 2)

Agency Director: Robert G. Woods IV

EEO Officer: Nicholas German

| 1                           | 2                             |      |      |     |      |      |     | 3   |      |      | 4                |     |     | 5   |    |      |      |     |       |      | 6  |     |       |       |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-----|---|------|------|------------------|-----|-----|---|----|------|------|-----|-------|------|--|-----|-------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |     | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |      |      |     |       |      | % of Goals Met Based on<br>Adjusted Availability |     |       |       |       |
|                             |                               | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL   | BM   | WF   | BF               | BM  | WF  | BF  | WM | BM   | OM   | WF  | BF    | OF   | TOTAL  | BM  | WF    | BF    |       |
| E1                          | #                             | 5    | 2    |     | 3    |      |     | 10  | 7.9  | 26.3 | 8.3              | No  | No  | 8.3   | *  |      |      |     |       |      |  |     | Yes   | Yes   | 0.0%  |
|                             | %                             | 50.0 | 20.0 |     | 30.0 |      |     | 100   |      |      |                  |     |     |   |    |      |      |     |       |      |  |     |       |       |       |
| E2A                         | #                             | 35   | 8    | 2   | 30   | 23   | 2   | 100   | 7.2  | 31.2 | 20.8             | No  | 1.2 | No  |    | 2    | 1    |     | 6     | 6    |  | 15  | Yes   | 96.2% | Yes   |
|                             | %                             | 35.0 | 8.0  | 2.0 | 30.0 | 23.0 | 2.0 | 100   |      |      |                  |     |     |   |    | 13.3 | 6.7  |     | 40.0  | 40.0 |  | 100 |       |       |       |
| E2B                         | #                             | 88   | 16   | 3   | 3    | 1    |     | 111   | 12.6 | 3.1  | 1.8              | No  | 0.4 | 0.9   | *  | 14   | 4    |     | 1     |      |  | 19  | Yes   | 88.1% | 50.9% |
|                             | %                             | 79.3 | 14.4 | 2.7 | 2.7  | 0.9  |     | 100   |      |      |                  |     |     |   |    | 73.7 | 21.1 |     | 5.3   |      |  | 100 |       |       |       |
| E2C                         | #                             | 14   | 8    |     | 31   | 32   |     | 85  | 6.8  | 36.5 | 22.3             | No  | No  | No  |    | 1    | 4    |     | 6     | 9    | 1  | 21  | Yes   | Yes   | Yes   |
|                             | %                             | 16.5 | 9.4  |     | 36.5 | 37.6 |     | 100   |      |      |                  |     |     |   |    | 4.8  | 19.0 |     | 28.6  | 42.9 | 4.8  | 100 |       |       |       |
| E3                          | #                             | 13   | 6    |     | 28   | 20   |     | 67  | 15.8 | 21.9 | 13.0             | 6.8 | No  | No  |    | 8    | 3    |     | 13    | 10   |  | 34  | 57.0% | Yes   | Yes   |
|                             | %                             | 19.4 | 9.0  |     | 41.8 | 29.9 |     | 100   |      |      |                  |     |     |   |    | 23.5 | 8.8  |     | 38.2  | 29.4 |  | 100 |       |       |       |
| E4                          | #                             | 683  | 133  | 30  | 39   | 23   | 4   | 912   | 14.5 | 5.8  | 3.1              | No  | 1.5 | 0.6   |    | 160  | 30   | 6   | 8     | 5    | 1  | 210 | Yes   | 74.0% | 81.9% |
|                             | %                             | 74.9 | 14.6 | 3.3 | 4.3  | 2.5  | 0.4 | 100   |      |      |                  |     |     |   |    | 76.2 | 14.3 | 2.9 | 3.8   | 2.4  | 0.5  | 100 |       |       |       |
| E5                          | #                             |      | 1    |     | 9    | 7    | 1   | 18  | 2.8  | 45.7 | 25.2             | No  | No  | No  |    |      |      |     | 1     | 4    | 1  | 6   | Yes   | Yes   | Yes   |
|                             | %                             |      | 5.6  |     | 50.0 | 38.9 | 5.6 | 100   |      |      |                  |     |     |   |    |      |      |     | 16.7  | 66.7 | 16.7   | 100 |       |       |       |
| E6                          | #                             | 1    |      |     | 1    | 1    |     | 3   | 9.8  | 31.8 | 30.3             | 9.8 | *   | No  | No |      |      |     | 1     |      |  | 1   | 0.0%  | Yes   | Yes   |
|                             | %                             | 33.3 |      |     | 33.3 | 33.3 |     | 100   |      |      |                  |     |     |   |    |      |      |     | 100.0 |      |  | 100 |       |       |       |
| E7                          | #                             | 9    | 5    | 1   | 1    | 2    |     | 18  | 21.8 | 3.7  | 5.5              | No  | No  | No  |    | 1    |      |     | 1     |      |  | 2   | Yes   | Yes   | Yes   |
|                             | %                             | 50.0 | 27.8 | 5.6 | 5.6  | 11.1 |     | 100   |      |      |                  |     |     |   |    | 50.0 |      |     | 50.0  |      |  | 100 |       |       |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **82.1%**  
Level of Goal Attainment for 2023: **79.1%**  
Level of Goal Attainment for 2024: **90.7%**

## South Carolina Department of Public Safety (Page 2 of 2)

Agency Director: Robert G. Woods IV

EEO Officer: Nicholas German

| 1<br>Job Group<br>(EEO Category) | 2<br>Actual Workforce on 9/30/2024 |      |      |    |    |    |       | 3<br>Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | 4<br>Underutilization |      |      | 5<br>Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |    |    |    |    |       | 6<br>% of Goals Met Based on<br>Adjusted Availability |      |      |
|----------------------------------|------------------------------------|------|------|----|----|----|-------|--|------|------|-----------------------|------|------|--|-------|----|----|----|----|-------|---|------|------|
|                                  | WM                                 | BM   | OM   | WF | BF | OF | TOTAL | BM   | WF   | BF   | BM                    | WF   | BF   | WM   | BM    | OM | WF | BF | OF | TOTAL | BM  | WF   | BF   |
| E8                               | #                                  | 3    | 4    |    |    |    | 7     | 18.7   | 20.6 | 12.8 | No                    | 20.6 | 12.8 |  | 1     |    |    |    |    | 1     | Yes   | 0.0% | 0.0% |
|                                  | %                                  | 42.9 | 57.1 |    |    |    | 100   |  |      |      |                       |      |      |  | 100.0 |    |    |    |    | 100   |   |      |      |
|                                  | #                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | %                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | #                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | %                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | #                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | %                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | #                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | %                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | #                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | %                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | #                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |
|                                  | %                                  |      |      |    |    |    |       |  |      |      |                       |      |      |  |       |    |    |    |    |       |   |      |      |

**Legend:**

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

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **82.1%**  
Level of Goal Attainment for 2023: **79.1%**  
Level of Goal Attainment for 2024: **90.7%**

## Public Service Commission

Agency Director: Chairman Delton Powers, Jr.

EEO Officer: Christa Wiebelt

| 1                           | 2                             |      |    |      |      |    |       | 3   |      |      | 4                |    |      | 5   |    |    |       |    |    |       | 6  |     |       |
|-----------------------------|-------------------------------|------|----|------|------|----|-------|---|------|------|------------------|----|------|---|----|----|-------|----|----|-------|--|-----|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |    |      |      |    |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |    |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |       |    |    |       | % of Goals Met Based on<br>Adjusted Availability |     |       |
|                             | WM                            | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF   | BF   | BM               | WF | BF   | WM  | BM | OM | WF    | BF | OF | TOTAL | BM   | WF  | BF    |
| E1                          | #                             | 4    |    | 5    | 1    |    | 10    | 9.6   | 24.4 | 21.8 | 9.6 *            | No | 11.8 |   |    |    | 3     |    |    | 3     | 0.0% *   | Yes | 45.9% |
|                             | %                             | 40.0 |    | 50.0 | 10.0 |    | 100   |   |      |      |                  |    |      |   |    |    | 100.0 |    |    | 100   |  |     |       |
| E2                          | #                             | 4    |    | 7    |      |    | 11    | 5.3   | 34.4 | 11.1 | 5.3 *            | No | 11.1 | 2   |    |    | 4     |    |    | 6     | 0.0% *   | Yes | 0.0%  |
|                             | %                             | 36.4 |    | 63.6 |      |    | 100   |   |      |      |                  |    |      | 33.3  |    |    | 66.7  |    |    | 100   |  |     |       |
| E3,E5                       | #                             | 1    |    | 6    | 2    |    | 9     | 9.4   | 27.7 | 16.7 | 9.4 *            | No | No   |   |    |    | 3     |    |    | 3     | 0.0% *   | Yes | Yes   |
|                             | %                             | 11.1 |    | 66.7 | 22.2 |    | 100   |   |      |      |                  |    |      |   |    |    | 100.0 |    |    | 100   |  |     |       |
|                             | #                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | %                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | #                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | %                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | #                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | %                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | #                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | %                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | #                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |
|                             | %                             |      |    |      |      |    |       |   |      |      |                  |    |      |   |    |    |       |    |    |       |  |     |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **100.0%**  
Level of Goal Attainment for 2023: **98.7%**  
Level of Goal Attainment for 2024: **74.3%**

## Office of Regulatory Staff

Agency Director: Andrew Bateman

EEO Officer: Kim Lassiter

| 1                           |   | 2                             |      |     |       |      |     |       | 3   |      |      | 4                |      |      | 5   |     |    |      |     |     |       |       | 6  |      |  |
|-----------------------------|---|-------------------------------|------|-----|-------|------|-----|-------|---|------|------|------------------|------|------|---|-----|----|------|-----|-----|-------|-------|--|------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |     |       |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |    |      |     |     |       |       | % of Goals Met Based on<br>Adjusted Availability |      |  |
|                             |   | WM                            | BM   | OM  | WF    | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF   | WM  | BM  | OM | WF   | BF  | OF  | TOTAL | BM    | WF   | BF   |  |
| E1                          | # | 6                             | 1    |     | 3     |      |     | 10    | 5.0   | 29.1 | 6.8  | No               | No   | 6.8  |   |     |    |      |     |     |       | Yes   | Yes  | 0.0% |  |
|                             | % | 60.0                          | 10.0 |     | 30.0  |      |     | 100   |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
| E2                          | # | 34                            | 4    | 3   | 24    | 11   | 3   | 79    | 6.4   | 30.2 | 12.4 | 1.3              | No   | No   | 4   | 1   |    | 15   | 2   | 2   | 24    | 79.2% | Yes  | Yes  |  |
|                             | % | 43.0                          | 5.1  | 3.8 | 30.4  | 13.9 | 3.8 | 100   |   |      |      |                  |      |      | 16.7  | 4.2 |    | 62.5 | 8.3 | 8.3 | 100   |       |  |      |  |
| E3                          | # | 1                             |      |     |       |      |     | 1     | 10.6  | 15.6 | 10.5 | 10.6             | 15.6 | 10.5 | 1   |     |    |      |     |     | 1     | 0.0%  | 0.0%   | 0.0% |  |
|                             | % | 100.0                         |      |     |       |      |     | 100   |   |      |      |                  |      |      | 100.0   |     |    |      |     |     | 100   |       |  |      |  |
| E5                          | # |                               |      |     | 1     |      |     | 1     | 2.6   | 60.5 | 19.3 | 2.6              | No   | 19.3 |   |     |    |      |     |     |       | 0.0%  | Yes  | 0.0% |  |
|                             | % |                               |      |     | 100.0 |      |     | 100   |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
|                             | # |                               |      |     |       |      |     |       |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
|                             | % |                               |      |     |       |      |     |       |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
|                             | # |                               |      |     |       |      |     |       |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
|                             | % |                               |      |     |       |      |     |       |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
|                             | # |                               |      |     |       |      |     |       |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
|                             | % |                               |      |     |       |      |     |       |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
|                             | # |                               |      |     |       |      |     |       |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |
|                             | % |                               |      |     |       |      |     |       |   |      |      |                  |      |      |   |     |    |      |     |     |       |       |  |      |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **86.1%**

Level of Goal Attainment for 2023: **96.1%**

Level of Goal Attainment for 2024: **96.5%**



## SC Retirement System Investment Commission

Agency Director: Michael Hitchcock

EEO Officer: Sally Fulkert

| 1                           | 2                             |      |     |      |      |    |       | 3   |      |      | 4                |       |       | 5   |    |    |       |    |    |       | 6  |         |         |
|-----------------------------|-------------------------------|------|-----|------|------|----|-------|---|------|------|------------------|-------|-------|---|----|----|-------|----|----|-------|--|---------|---------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |      |      |    |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |       |    |    |       | % of Goals Met Based on<br>Adjusted Availability |         |         |
|                             | 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     | 2.9   | 21.5 | 2.4  | 2.9 *            | No    | 2.4 * |   |    |    | 1     |    |    | 1     | 0.0% *   | Yes     | 0.0% *  |
|                             | %                             | 60.0 |     | 40.0 |      |    | 100   |   |      |      |                  |       |       |   |    |    | 100.0 |    |    | 100   |  |         |         |
| E2                          | #                             | 21   | 1   | 7    | 2    |    | 31    | 3.4   | 33.4 | 8.1  | 0.2 *            | 10.8  | 1.6 * | 2   |    |    | 1     |    |    | 3     | 93.7% *  | 67.6%   | 79.9% * |
|                             | %                             | 67.7 | 3.2 | 22.6 | 6.5  |    | 100   |   |      |      |                  |       |       | 66.7  |    |    | 33.3  |    |    | 100   |  |         |         |
| E3,E5                       | #                             |      |     | 1    | 2    |    | 3     | 4.8   | 41.8 | 10.2 | 4.8 *            | 8.5 * | No    |   |    |    |       |    |    |       | 0.0% *   | 79.8% * | Yes     |
|                             | %                             |      |     | 33.3 | 66.7 |    | 100   |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | #                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | %                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | #                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | %                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | #                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | %                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | #                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | %                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | #                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |
|                             | %                             |      |     |      |      |    |       |   |      |      |                  |       |       |   |    |    |       |    |    |       |  |         |         |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **94.8%**

Level of Goal Attainment for 2023: **75.0%**

Level of Goal Attainment for 2024: **86.8%**

## Revenue and Fiscal Affairs Office

Agency Director: Frank Rainwater

EEO Officer: Christa Wiebelt

| 1                           | 2                             |      |     |    |      |     |       | 3   |      |     | 4                |    |       | 5   |    |    |      |    |    |       | 6  |     |         |
|-----------------------------|-------------------------------|------|-----|----|------|-----|-------|---|------|-----|------------------|----|-------|---|----|----|------|----|----|-------|--|-----|---------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |    |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |     | Underutilization |    |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |      |    |    |       | % of Goals Met Based on<br>Adjusted Availability |     |         |
|                             | 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    |     |    | 4    |     | 6     | 4.7   | 22.7 | 2.9 | 4.7 *            | No | 2.9 * | 2   |    |    | 2    |    |    | 4     | 0.0% *   | Yes | 0.0% *  |
|                             | %                             | 33.3 |     |    | 66.7 |     | 100   |   |      |     |                  |    |       | 50.0  |    |    | 50.0 |    |    | 100   |  |     |         |
| E2                          | #                             | 22   | 2   |    | 19   | 3   | 3     | 4.3   | 28.7 | 6.4 | 0.2 *            | No | 0.3 * | 3   |    |    | 2    |    |    | 5     | 95.2% *  | Yes | 95.0% * |
|                             | %                             | 44.9 | 4.1 |    | 38.8 | 6.1 | 6.1   |   |      |     |                  |    |       | 60.0  |    |    | 40.0 |    |    | 100   |  |     |         |
| E3                          | #                             | 2    |     |    | 1    |     | 3     | 6.6   | 17.5 | 3.9 | 6.6 *            | No | 3.9 * | 1   |    |    |      |    |    | 1     | 0.0% *   | Yes | 0.0% *  |
|                             | %                             | 66.7 |     |    | 33.3 |     | 100   |   |      |     |                  |    |       | 100.0   |    |    |      |    |    | 100   |  |     |         |
|                             | #                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | %                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | #                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | %                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | #                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | %                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | #                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | %                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | #                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |
|                             | %                             |      |     |    |      |     |       |   |      |     |                  |    |       |   |    |    |      |    |    |       |  |     |         |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **76.5%**  
Level of Goal Attainment for 2023: **64.4%**  
Level of Goal Attainment for 2024: **98.0%**

## South Carolina Department of Revenue

Agency Director: Wilbur Hartley Powell

EEO Officer: Katrina L Wright

| 1                           | 2                             |      |      |      |      |      |     | 3   |      |      | 4                |     |      | 5   |      |      |      |      |      |     |       | 6  |       |     |     |       |
|-----------------------------|-------------------------------|------|------|------|------|------|-----|---|------|------|------------------|-----|------|---|------|------|------|------|------|-----|-------|--|-------|-----|-----|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |     | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |     |       | % of Goals Met Based on<br>Adjusted Availability |       |     |     |       |
|                             |                               | WM   | BM   | OM   | WF   | BF   | OF  | TOTAL   | BM   | WF   | BF               | BM  | WF   | BF  | WM   | BM   | OM   | WF   | BF   | OF  | TOTAL | BM   | WF    | BF  |     |       |
| E1                          | #                             | 13   | 1    |      | 13   | 1    |     | 28  | 6.8  | 27.0 | 17.1             | 3.2 | *    | No  | 13.5 | 2    |      |      | 2    |     |       | 4  | 52.6% | *   | Yes | 21.1% |
|                             | %                             | 46.4 | 3.6  |      | 46.4 | 3.6  |     | 100   |      |      |                  |     |      |   |      | 50.0 |      |      | 50.0 |     |       | 100  |       |     |     |       |
| E2A                         | #                             | 6    | 2    |      | 8    | 9    |     | 25  | 5.8  | 31.7 | 22.4             | No  | No   | No  | 1    | 2    |      | 3    | 2    |     | 8     | Yes  | Yes   | Yes |     |       |
|                             | %                             | 24.0 | 8.0  |      | 32.0 | 36.0 |     | 100   |      |      |                  |     |      |   | 12.5 | 25.0 |      | 37.5 | 25.0 |     | 100   |  |       |     |     |       |
| E2B                         | #                             | 32   | 5    |      | 32   | 24   | 2   | 95  | 6.8  | 32.1 | 21.6             | 1.5 | No   | No  | 5    |      |      | 5    | 6    |     | 16    | 78.3%  | Yes   | Yes |     |       |
|                             | %                             | 33.7 | 5.3  |      | 33.7 | 25.3 | 2.1 | 100   |      |      |                  |     |      |   | 31.3 |      |      | 31.3 | 37.5 |     | 100   |  |       |     |     |       |
| E2C                         | #                             | 96   | 24   | 4    | 120  | 87   | 10  | 341   | 8.6  | 34.6 | 17.2             | 1.6 | No   | No  | 22   | 9    | 1    | 32   | 25   | 4   | 93    | 80.9%  | Yes   | Yes |     |       |
|                             | %                             | 28.2 | 7.0  | 1.2  | 35.2 | 25.5 | 2.9 | 100   |      |      |                  |     |      |   | 23.7 | 9.7  | 1.1  | 34.4 | 26.9 | 4.3 | 100   |  |       |     |     |       |
| E3                          | #                             | 11   | 3    | 5    | 8    | 4    | 1   | 32  | 8.9  | 16.7 | 9.3              | No  | No   | No  | 3    |      | 1    |      |      |     | 4     | Yes  | Yes   | Yes |     |       |
|                             | %                             | 34.4 | 9.4  | 15.6 | 25.0 | 12.5 | 3.1 | 100   |      |      |                  |     |      |   | 75.0 |      | 25.0 |      |      |     | 100   |  |       |     |     |       |
| E4                          | #                             | 12   | 6    |      | 1    | 3    |     | 22  | 6.3  | 23.6 | 12.2             | No  | 19.1 | No  | 1    | 1    |      | 1    |      |     | 3     | Yes  | 19.1% | Yes |     |       |
|                             | %                             | 54.5 | 27.3 |      | 4.5  | 13.6 |     | 100   |      |      |                  |     |      |   | 33.3 | 33.3 |      | 33.3 |      |     | 100   |  |       |     |     |       |
| E6                          | #                             | 1    | 1    | 1    | 5    | 18   | 1   | 27  | 10.1 | 26.7 | 31.0             | 6.4 | 8.2  | No  |      | 1    | 1    | 3    | 5    |     | 10    | 36.6%  | 69.3% | Yes |     |       |
|                             | %                             | 3.7  | 3.7  | 3.7  | 18.5 | 66.7 | 3.7 | 100   |      |      |                  |     |      |   |      | 10.0 | 10.0 | 30.0 | 50.0 |     | 100   |  |       |     |     |       |
| E5,E7,E8                    | #                             | 17   | 5    | 1    | 24   | 35   | 5   | 87  | 8.1  | 35.5 | 25.5             | 2.4 | 7.9  | No  | 11   | 2    | 1    | 7    | 13   | 1   | 35    | 70.1%  | 77.6% | Yes |     |       |
|                             | %                             | 19.5 | 5.7  | 1.1  | 27.6 | 40.2 | 5.7 | 100   |      |      |                  |     |      |   | 31.4 | 5.7  | 2.9  | 20.0 | 37.1 | 2.9 | 100   |  |       |     |     |       |
|                             | #                             |      |      |      |      |      |     |   |      |      |                  |     |      |   |      |      |      |      |      |     |       |  |       |     |     |       |
|                             | %                             |      |      |      |      |      |     |   |      |      |                  |     |      |   |      |      |      |      |      |     |       |  |       |     |     |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **90.2%**  
Level of Goal Attainment for 2023: **79.8%**  
Level of Goal Attainment for 2024: **83.6%**

## Santee Cooper

Agency Director: Jimmy Staton

EEO Officer: Edwina Roseboro-Barnes

| 1                           | 2                             |      |      |     |      |      |     | 3   |      |      | 4                |       |       | 5   |       |      |     |       |     |     | 6  |         |        |        |
|-----------------------------|-------------------------------|------|------|-----|------|------|-----|---|------|------|------------------|-------|-------|---|-------|------|-----|-------|-----|-----|--|---------|--------|--------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |     | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |     |       |     |     | % of Goals Met Based on<br>Adjusted Availability |         |        |        |
|                             |                               | WM   | BM   | OM  | WF   | BF   | OF  | TOTAL   | BM   | WF   | BF               | BM    | WF    | BF  | WM    | BM   | OM  | WF    | BF  | OF  | TOTAL  | BM      | WF     | BF     |
| E1                          | #                             | 20   | 1    | 1   | 5    | 4    |     | 31  | 4.3  | 21.7 | 7.6              | 1.1 * | 5.6   | No  | 3     |      |     | 1     |     |     | 4  | 74.8% * | 74.3%  | Yes    |
|                             | %                             | 64.5 | 3.2  | 3.2 | 16.1 | 12.9 |     | 100   |      |      |                  |       |       |   | 75.0  |      |     | 25.0  |     |     | 100  |         |        |        |
| E2                          | #                             | 246  | 34   | 15  | 125  | 29   | 5   | 454   | 11.4 | 15.6 | 3.3              | 3.9   | No    | No  | 63    | 10   | 4   | 26    | 2   | 2   | 107  | 65.8%   | Yes    | Yes    |
|                             | %                             | 54.2 | 7.5  | 3.3 | 27.5 | 6.4  | 1.1 | 100   |      |      |                  |       |       |   | 58.9  | 9.3  | 3.7 | 24.3  | 1.9 | 1.9 | 100  |         |        |        |
| E3                          | #                             | 146  | 28   | 1   | 33   | 10   | 2   | 220   | 11.1 | 8.2  | 2.9              | No    | No    | No  | 24    | 4    |     | 4     | 1   |     | 33   | Yes     | Yes    | Yes    |
|                             | %                             | 66.4 | 12.7 | 0.5 | 15   | 4.5  | 0.9 | 100   |      |      |                  |       |       |   | 72.7  | 12.1 |     | 12.1  | 3.0 |     | 100  |         |        |        |
| E4                          | #                             | 3    | 1    |     |      |      |     | 4   | 15.1 | 9.4  | 1.4              | No    | 9.4 * | 1.4 *   | 1     |      |     |       |     |     | 1  | Yes     | 0.0% * | 0.0% * |
|                             | %                             | 75.0 | 25.0 |     |      |      |     | 100   |      |      |                  |       |       |   | 100.0 |      |     |       |     |     | 100  |         |        |        |
| E5                          |                               |      |      |     | 12   | 5    |     | 17  | 3.1  | 39.9 | 12.5             | 3.1 * | No    | No  |       |      |     | 2     |     |     | 2  | 0.0% *  | Yes    | Yes    |
|                             |                               |      |      |     | 70.6 | 29.4 |     | 100   |      |      |                  |       |       |   |       |      |     | 100.0 |     |     | 100  |         |        |        |
| E6                          |                               | 19   | 10   |     | 60   | 12   | 4   | 105   | 5.5  | 49.0 | 12.6             | No    | No    | 1.2   | 10    | 5    |     | 6     | 1   |     | 22   | Yes     | Yes    | 90.7%  |
|                             |                               | 18.1 | 9.5  |     | 57.1 | 11.4 | 3.8 | 100   |      |      |                  |       |       |   | 45.5  | 22.7 |     | 27.3  | 4.5 |     | 100  |         |        |        |
| E7,E8                       | #                             | 608  | 118  | 18  | 20   | 20   | 1   | 785   | 17.1 | 10.0 | 8.4              | 2.1   | 7.5   | 5.9   | 132   | 22   | 8   |       |     | 1   | 163  | 87.9%   | 24.9%  | 29.8%  |
|                             | %                             | 77.5 | 15.0 | 2.3 | 2.5  | 2.5  | 0.1 | 100   |      |      |                  |       |       |   | 81.0  | 13.5 | 4.9 |       |     | 0.6 | 100  |         |        |        |
|                             | #                             |      |      |     |      |      |     |   |      |      |                  |       |       |   |       |      |     |       |     |     |  |         |        |        |
|                             | %                             |      |      |     |      |      |     |   |      |      |                  |       |       |   |       |      |     |       |     |     |  |         |        |        |
|                             | #                             |      |      |     |      |      |     |   |      |      |                  |       |       |   |       |      |     |       |     |     |  |         |        |        |
|                             | %                             |      |      |     |      |      |     |   |      |      |                  |       |       |   |       |      |     |       |     |     |  |         |        |        |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **90.2%**  
Level of Goal Attainment for 2023: **90.2%**  
Level of Goal Attainment for 2024: **87.7%**

## Sea Grant Consortium

Agency Director: Susan Lovelace

EEO Officer: Ryan Bradley

| 1                           |   | 2                             |      |    |      |    |    |       | 3   |      |     | 4                |    |     | 5   |  |  |      |  |  |     | 6  |     |      |
|-----------------------------|---|-------------------------------|------|----|------|----|----|-------|---|------|-----|------------------|----|-----|---|--|--|------|--|--|-----|--|-----|------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |    |      |    |    |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |     | Underutilization |    |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |  |  |      |  |  |     | % of Goals Met Based on<br>Adjusted Availability |     |      |
|                             |   | WM                            | BM   | OM | WF   | BF | OF | TOTAL | BM  | WF   | BF  | BM               | WF | BF  |   |  |  |      |  |  |     | BM   | WF  | BF   |
| E1,E2                       | # | 3                             |      |    | 9    |    |    | 12    | 6.1   | 24.1 | 5.2 | 6.1              | No | 5.2 | 1   |  |  | 4    |  |  | 5   | 0.0%   | Yes | 0.0% |
|                             | % | 25.0                          |      |    | 75.0 |    |    | 100   |   |      |     |                  |    |     | 20.0  |  |  | 80.0 |  |  | 100 |  |     |      |
| E3                          | # | 2                             | 1    |    | 3    |    |    | 6     | 2.8   | 35.0 | 5.9 | No               | No | 5.9 |   |  |  |      |  |  |     | Yes  | Yes | 0.0% |
|                             | % | 33.3                          | 16.7 |    | 50.0 |    |    | 100   |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | # |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | % |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | # |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | % |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | # |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | % |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | # |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | % |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | # |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | % |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | # |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |
|                             | % |                               |      |    |      |    |    |       |   |      |     |                  |    |     |   |  |  |      |  |  |     |  |     |      |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **84.5%**

Level of Goal Attainment for 2023: **98.3%**

Level of Goal Attainment for 2024: **100.0%**

## South Carolina Secretary of State's Office

Secretary Mark Hammond  
EEO Officer: Tracy Watford

| 1                           | 2                             |      |    |      |      |      |       | 3   |     |      | 4                |                  |    | 5   |    |      |      |       |    |       | 6  |                   |     |     |
|-----------------------------|-------------------------------|------|----|------|------|------|-------|---|-----|------|------------------|------------------|----|---|----|------|------|-------|----|-------|--|-------------------|-----|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |    |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |                  |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |      |      |       |    |       | % of Goals Met Based on<br>Adjusted Availability |                   |     |     |
|                             | 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    | 5    | 1    |       | 8   | 8.4 | 26.4 | 8.8              | 8.4 <sup>*</sup> | No | No  | 1  |      | 1    | 1     |    |       | 3  | 0.0% <sup>*</sup> | Yes | Yes |
|                             | %                             | 12.5 |    | 12.5 | 62.5 | 12.5 |       | 100   |     |      |                  |                  |    | 33.3  |    | 33.3 | 33.3 |       |    | 100   |  |                   |     |     |
| E2                          | #                             | 3    |    |      | 5    | 3    |       | 11  | 8.5 | 27.9 | 17.2             | 8.5 <sup>*</sup> | No | No  | 1  |      |      | 1     |    |       | 2  | 0.0% <sup>*</sup> | Yes | Yes |
|                             | %                             | 27.3 |    |      | 45.5 | 27.3 |       | 100   |     |      |                  |                  |    | 50.0  |    |      | 50.0 |       |    | 100   |  |                   |     |     |
| E5                          | #                             |      |    |      | 7    | 7    | 1     | 15  | 5.9 | 39.5 | 27.3             | 5.9 <sup>*</sup> | No | No  |    |      |      |       | 1  |       | 1  | 0.0% <sup>*</sup> | Yes | Yes |
|                             | %                             |      |    |      | 46.7 | 46.7 | 6.7   | 100   |     |      |                  |                  |    |   |    |      |      | 100.0 |    | 100   |  |                   |     |     |
|                             | #                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | %                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | #                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | %                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | #                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | %                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | #                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | %                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | #                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | %                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | #                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |
|                             | %                             |      |    |      |      |      |       |   |     |      |                  |                  |    |   |    |      |      |       |    |       |  |                   |     |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **75.0%**  
Level of Goal Attainment for 2023: **100.0%**  
Level of Goal Attainment for 2024: **100.0%**

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

Agency Director: Michael Leach

EEO Officer: Morgan Foster

| 1                           | 2                             |      |      |      |      |       |       | 3   |     |      | 4                |     |      | 5   |       |      |     |       |       |       | 6  |       |       |     |
|-----------------------------|-------------------------------|------|------|------|------|-------|-------|---|-----|------|------------------|-----|------|---|-------|------|-----|-------|-------|-------|--|-------|-------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |       |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |     |       |       |       | % of Goals Met Based on<br>Adjusted Availability |       |       |     |
|                             | 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    | 1    | 9    | 7     |       | 23  | 4.2 | 29.7 | 7.6              | No  | No   | No  |       |      |     |       | 3     |       | 3  | Yes   | Yes   | Yes |
|                             | %                             | 21.7 | 4.3  | 4.3  | 39.1 | 30.4  |       | 100   |     |      |                  |     |      |   |       |      |     |       | 100.0 |       | 100  |       |       |     |
| E1A                         | #                             | 13   | 5    |      | 23   | 19    |       | 60  | 4.2 | 41.3 | 17.7             | No  | 3.0  | No  | 2     |      |     | 4     | 5     |       | 11   | Yes   | 92.6% | Yes |
|                             | %                             | 21.7 | 8.3  |      | 38.3 | 31.7  |       | 100   |     |      |                  |     |      |   | 18.2  |      |     | 36.4  | 45.5  |       | 100  |       |       |     |
| E1B                         | #                             | 18   | 8    | 2    | 41   | 66    |       | 135   | 4.0 | 40.9 | 16.9             | No  | 10.5 | No  |       |      |     | 5     | 17    |       | 22   | Yes   | 74.4% | Yes |
|                             | %                             | 13.3 | 5.9  | 1.5  | 30.4 | 48.9  |       | 100   |     |      |                  |     |      |   |       |      |     | 22.7  | 77.3  |       | 100  |       |       |     |
| E2,E2A                      | #                             | 68   | 31   | 8    | 185  | 261   | 19    | 572   | 4.2 | 34.0 | 12.6             | No  | 1.7  | No  | 19    | 7    |     | 28    | 47    | 6     | 107  | Yes   | 94.9% | Yes |
|                             | %                             | 11.9 | 5.4  | 1.4  | 32.3 | 45.6  | 3.3   | 100   |     |      |                  |     |      |   | 17.8  | 6.5  |     | 26.2  | 43.9  | 5.6   | 100  |       |       |     |
| E2B                         | #                             | 32   | 45   | 4    | 228  | 478   | 7     | 794   | 5.1 | 43.3 | 21.9             | No  | 14.6 | No  | 5     | 10   | 2   | 30    | 79    | 3     | 129  | Yes   | 66.3% | Yes |
|                             | %                             | 4.0  | 5.7  | 0.5  | 28.7 | 60.2  | 0.9   | 100   |     |      |                  |     |      |   | 3.9   | 7.8  | 1.6 | 23.3  | 61.2  | 2.3   | 100  |       |       |     |
| E2C                         | #                             | 1    | 1    |      | 9    | 21    |       | 32  | 3.4 | 54.2 | 16.5             | 0.3 | 26.1 | No  |       |      |     |       | 4     |       | 4  | 91.9% | 51.9% | Yes |
|                             | %                             | 3.1  | 3.1  |      | 28.1 | 65.6  |       | 100   |     |      |                  |     |      |   |       |      |     | 100.0 |       | 100   |  |       |       |     |
| E3                          | #                             | 3    | 2    | 1    | 4    | 6     | 1     | 17  | 6.6 | 25.3 | 16.7             | No  | 1.8  | No  |       |      |     | 2     |       |       | 2  | Yes   | 92.9% | Yes |
|                             | %                             | 17.6 | 11.8 | 5.9  | 23.5 | 35.3  | 5.9   | 100   |     |      |                  |     |      |   |       |      |     | 100.0 |       |       | 100  |       |       |     |
| E3A                         | #                             | 2    | 2    | 1    |      | 1     |       | 6   | 5.7 | 15.6 | 5.7              | No  | 15.6 | No  | 1     | 1    |     |       | 1     |       | 3  | Yes   | 0.0%  | Yes |
|                             | %                             | 33.3 | 33.3 | 16.7 |      | 16.7  |       | 100   |     |      |                  |     |      |   | 33.3  | 33.3 |     | 33.3  |       | 100   |  |       |       |     |
| E3B                         | #                             |      |      |      |      | 2     |       | 2   | 5.0 | 14.3 | 4.2              | 5.0 | 14.3 | No  | 1     |      |     |       |       |       | 1  | 0.0%  | 0.0%  | Yes |
|                             | %                             |      |      |      |      | 100.0 |       | 100   |     |      |                  |     |      |   | 100.0 |      |     |       |       |       | 100  |       |       |     |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **92.1%**

Level of Goal Attainment for 2023: **88.6%**

Level of Goal Attainment for 2024: **89.7%**

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

Agency Director: Michael Leach

EEO Officer: Morgan Foster

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |                   |                  | 5   |      |     |      |      |      |       | 6  |                    |                   |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|-------------------|------------------|---|------|-----|------|------|------|-------|--|--------------------|-------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                   |                  | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |                    |                   |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF                | BF               | WM  | BM   | OM  | WF   | BF   | OF   | TOTAL | BM   | WF                 | BF                |
| E3C                         | #                             |      |      | 1    | 1    |      | 2     | 3.6   | 14.5 | 2.9  | 3.6 <sup>*</sup> | No                | No               |   |      |     |      |      |      |       | 0.0% <sup>*</sup>                                | Yes                | Yes               |
|                             | %                             |      |      | 50.0 | 50.0 |      | 100   |   |      |      |                  |                   |                  |   |      |     |      |      |      |       |  |                    |                   |
| E4                          | #                             | 5    | 1    |      | 1    |      | 7     | 5.1   | 26.9 | 3.9  | No               | 12.6 <sup>*</sup> | 3.9 <sup>*</sup> |   | 1    |     | 1    |      |      | 2     | Yes  | 53.1% <sup>*</sup> | 0.0% <sup>*</sup> |
|                             | %                             | 71.4 | 14.3 |      | 14.3 |      | 100   |   |      |      |                  |                   |                  |   | 50.0 |     | 50.0 |      | 100  |       |  |                    |                   |
| E5                          | #                             | 8    | 5    |      | 28   | 62   | 1     | 3.9   | 47.9 | 20.7 | No               | 21.0              | No               | 1   | 1    |     | 3    | 9    |      | 14    | Yes  | 56.2%              | Yes               |
|                             | %                             | 7.7  | 4.8  |      | 26.9 | 59.6 | 1     |   |      |      |                  |                   |                  | 100   | 7.1  | 7.1 |      | 21.4 | 64.3 |       |  |                    |                   |
| E5A                         | #                             | 73   | 137  | 4    | 574  | 1297 | 67    | 5.6   | 41.5 | 26.5 | No               | 14.8              | No               | 33  | 60   | 2   | 167  | 386  | 17   | 665   | Yes  | 64.3%              | Yes               |
|                             | %                             | 3.4  | 6.4  | 0.2  | 26.7 | 60.3 | 3.1   |   |      |      |                  |                   |                  | 100   | 5.0  | 9.0 | 0.3  | 25.1 | 58.0 | 2.6   |  |                    |                   |
| E5B                         | #                             | 17   | 10   |      | 113  | 324  | 11    | 4.5   | 45.7 | 22.6 | 2.4              | 21.9              | No               | 11  | 5    |     | 44   | 161  | 7    | 228   | 47.0%  | 52.0%              | Yes               |
|                             | %                             | 3.6  | 2.1  |      | 23.8 | 68.2 | 2.3   |   |      |      |                  |                   |                  | 100   | 4.8  | 2.2 |      | 19.3 | 70.6 | 3.1   |  |                    |                   |
| E6                          | #                             | 5    | 7    |      | 73   | 125  | 9     | 1.1   | 64.6 | 14.8 | No               | 31.3              | No               | 1   | 3    |     | 6    | 48   | 4    | 62    | Yes  | 51.6%              | Yes               |
|                             | %                             | 2.3  | 3.2  |      | 33.3 | 57.1 | 4.1   |   |      |      |                  |                   |                  | 100   | 1.6  | 4.8 |      | 9.7  | 77.4 | 6.5   |  |                    |                   |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                   |                  |   |      |     |      |      |      |       |  |                    |                   |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                   |                  |   |      |     |      |      |      |       |  |                    |                   |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                   |                  |   |      |     |      |      |      |       |  |                    |                   |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                   |                  |   |      |     |      |      |      |       |  |                    |                   |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                   |                  |   |      |     |      |      |      |       |  |                    |                   |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                   |                  |   |      |     |      |      |      |       |  |                    |                   |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **92.1%**

Level of Goal Attainment for 2023: **88.6%**

Level of Goal Attainment for 2024: **89.7%**



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

President: Retired Colonel Alexander Conyers

EEO Officer: Ron York

| 1                           | 2                             |      |      |      |     |      |       | 3   |      |      | 4                |    |      | 5   |      |      |      |       |       |       | 6  |      |       |        |
|-----------------------------|-------------------------------|------|------|------|-----|------|-------|---|------|------|------------------|----|------|---|------|------|------|-------|-------|-------|--|------|-------|--------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |     |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |    |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |       |       |       | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             |      | 10   |      |     | 5    |       | 15  | 11.4 | 14.8 | 11.7             | No | 14.8 | No  |      | 1    |      |       | 1     |       | 2  | Yes  | 0.0%  | Yes    |
|                             | %                             |      | 66.7 |      |     | 33.3 |       | 100   |      |      |                  |    |      |   | 50.0 |      |      | 50.0  |       | 100   |  |      |       |        |
| C2                          | #                             |      | 7    | 1    |     | 5    | 1     | 14  | 9.2  | 17.7 | 17.9             | No | 17.7 | No  |      | 2    |      |       | 1     |       | 3  | Yes  | 0.0%  | Yes    |
|                             | %                             |      | 50.0 | 7.1  |     | 35.7 | 7.1   | 100   |      |      |                  |    |      |   | 66.7 |      |      | 33.3  |       | 100   |  |      |       |        |
| C3                          | #                             | 6    | 8    | 3    | 2   | 5    | 2     | 26  | 7.1  | 19.3 | 22.2             | No | 11.6 | 3.0   | *    |      |      |       | 4     |       | 4  | Yes  | 40.0% | 86.4%* |
|                             | %                             | 23.1 | 30.8 | 11.5 | 7.7 | 19.2 | 7.7   | 100   |      |      |                  |    |      |   |      |      |      | 100.0 |       | 100   |  |      |       |        |
| C4                          | #                             | 3    | 7    | 3    | 1   | 17   |       | 31  | 7.1  | 19.2 | 22.2             | No | 16.0 | No  |      |      | 1    |       | 6     |       | 7  | Yes  | 16.7% | Yes    |
|                             | %                             | 9.7  | 22.6 | 9.7  | 3.2 | 54.8 |       | 100   |      |      |                  |    |      |   |      |      | 14.3 |       | 85.7  |       | 100  |      |       |        |
| C5                          | #                             | 5    | 5    | 6    | 3   | 15   | 1     | 35  | 7.7  | 20.0 | 22.1             | No | 11.4 | No  |      |      | 1    |       | 3     |       | 4  | Yes  | 43.0% | Yes    |
|                             | %                             | 14.3 | 14.3 | 17.1 | 8.6 | 42.9 | 2.9   | 100   |      |      |                  |    |      |   |      |      | 25.0 |       | 75.0  |       | 100  |      |       |        |
| C6                          | #                             |      | 5    |      |     | 14   |       | 19  | 11.5 | 21.3 | 24.1             | No | 21.3 | No  |      |      |      |       | 2     | 2     | Yes  | 0.0% | Yes   |        |
|                             | %                             |      | 26.3 |      |     | 73.7 |       | 100   |      |      |                  |    |      |   |      |      |      |       | 100.0 | 100   |  |      |       |        |
| C9                          | #                             |      | 16   |      | 2   | 12   |       | 30  | 45.0 | 6.3  | 3.8              | No | No   | No  |      | 5    |      | 3     |       | 8     | Yes  | Yes  | Yes   |        |
|                             | %                             |      | 53.3 |      | 6.7 | 40.0 |       | 100   |      |      |                  |    |      |   |      | 62.5 |      | 37.5  |       | 100   |  |      |       |        |
| E2                          | #                             | 2    | 29   |      | 1   | 63   | 1     | 96  | 8.5  | 24.7 | 19.7             | No | 23.7 | No  |      | 2    |      | 1     |       | 3     | Yes  | 4.0% | Yes   |        |
|                             | %                             | 2.1  | 30.2 |      | 1.0 | 65.6 | 1.0   | 100   |      |      |                  |    |      |   |      | 66.7 |      | 33.3  |       | 100   |  |      |       |        |
| E3                          | #                             |      | 6    | 1    |     | 8    |       | 15  | 10.8 | 12.8 | 27.7             | No | 12.8 | No  |      |      |      |       |       |       | Yes  | 0.0% | Yes   |        |
|                             | %                             |      | 40.0 | 6.7  |     | 53.3 |       | 100   |      |      |                  |    |      |   |      |      |      |       |       |       |  |      |       |        |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **69.6%**  
Level of Goal Attainment for 2023: **74.9%**  
Level of Goal Attainment for 2024: **73.2%**

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

President: Retired Colonel Alexander Conyers

EEO Officer: Ron York

| 1                           | 2                             |       |    |    |      |     |       | 3   |      |      | 4                |      |      | 5   |    |    |    |    |    |       | 6  |      |      |
|-----------------------------|-------------------------------|-------|----|----|------|-----|-------|---|------|------|------------------|------|------|---|----|----|----|----|----|-------|--|------|------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |       |    |    |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |    |    |    |       | % of Goals Met Based on<br>Adjusted Availability |      |      |
|                             | WM                            | BM    | OM | WF | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF   | WM  | BM | OM | WF | BF | OF | TOTAL | BM   | WF   | BF   |
| E4                          | #                             | 6     |    |    | 6    |     | 12    | 23.1  | 11.5 | 17.1 | No               | 11.5 | No   |   |    |    |    |    |    |       | Yes  | 0.0% | Yes  |
|                             | %                             | 50.0  |    |    | 50.0 |     | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
| E5                          | #                             | 2     |    |    |      |     | 2     | 21.4  | 15.9 | 37.2 | No               | 15.9 | 37.2 |   |    |    |    |    |    |       | Yes  | 0.0% | 0.0% |
|                             | %                             | 100.0 |    |    |      |     | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
| E6                          | #                             | 3     |    |    | 16   | 1   | 20    | 3.2   | 27.0 | 54.9 | No               | 27.0 | No   |   |    |    |    |    |    |       | Yes  | 0.0% | Yes  |
|                             | %                             | 15.0  |    |    | 80.0 | 5.0 | 100   |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | #                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | %                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | #                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | %                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | #                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | %                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | #                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | %                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | #                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |
|                             | %                             |       |    |    |      |     |       |   |      |      |                  |      |      |   |    |    |    |    |    |       |  |      |      |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **69.6%**  
Level of Goal Attainment for 2023: **74.9%**  
Level of Goal Attainment for 2024: **73.2%**

## State Board for Technical and Comprehensive Education

Agency Director: Dr. Tim Hardee

EEO Officer: Kandy Peacock

| 1                           |   | 2                             |      |      |      |      |     |       | 3   |      |      | 4                |                  |                  | 5   |    |    |      |      |    |       |                    | 6  |                   |  |
|-----------------------------|---|-------------------------------|------|------|------|------|-----|-------|---|------|------|------------------|------------------|------------------|---|----|----|------|------|----|-------|--------------------|--|-------------------|--|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |      |      |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |                  | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |      |      |    |       |                    | % of Goals Met Based on<br>Adjusted Availability |                   |  |
|                             |   | WM                            | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF               | BF               | WM  | BM | OM | WF   | BF   | OF | TOTAL | BM                 | WF   | BF                |  |
| E1                          | # | 4                             |      | 1    | 2    | 2    |     | 9     | 5.7   | 22.5 | 4.4  | 5.7 <sup>*</sup> | 0.3 <sup>*</sup> | No               |   |    |    |      |      |    |       | 0.0% <sup>*</sup>  | 98.6% <sup>*</sup>                               | Yes               |  |
|                             | % | 44.4                          |      | 11.1 | 22.2 | 22.2 |     | 100   |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
| E2                          | # | 22                            | 8    | 2    | 37   | 21   | 4   | 94    | 6.1   | 29.6 | 9.0  | No               | No               | No               | 5   |    |    | 3    | 4    |    | 12    | Yes                | Yes  | Yes               |  |
|                             | % | 23.4                          | 8.5  | 2.1  | 39.4 | 22.3 | 4.3 | 100   |   |      |      |                  |                  |                  | 41.7  |    |    | 25.0 | 33.3 |    | 100   |                    |  |                   |  |
| E3,E5                       | # | 8                             | 1    |      | 11   | 6    | 2   | 28    | 6.0   | 37.7 | 12.9 | 2.4 <sup>*</sup> | No               | No               | 2   |    |    |      | 3    |    | 5     | 60.0% <sup>*</sup> | Yes  | Yes               |  |
|                             | % | 28.6                          | 3.6  |      | 39.3 | 21.4 | 7.1 | 100   |   |      |      |                  |                  |                  | 40.0  |    |    |      | 60.0 |    | 100   |                    |  |                   |  |
| E7                          | # | 1                             | 1    |      |      |      |     | 2     | 24.9  | 1.8  | 1.2  | No               | 1.8 <sup>*</sup> | 1.2 <sup>*</sup> |   |    |    |      |      |    |       | Yes                | 0.0% <sup>*</sup>                                | 0.0% <sup>*</sup> |  |
|                             | % | 50.0                          | 50.0 |      |      |      |     | 100   |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | # |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |
|                             | % |                               |      |      |      |      |     |       |   |      |      |                  |                  |                  |   |    |    |      |      |    |       |                    |  |                   |  |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **98.0%**  
Level of Goal Attainment for 2023: **96.8%**  
Level of Goal Attainment for 2024: **95.4%**

## Aiken Technical College

President: Dr. Forest E. Mahan

EEO Officer: Sylvia M. Byrd

| 1                           |   | 2                             |     |     |      |      |     | 3   |     |      | 4                |       |       | 5   |      |      |    |      |      |    | 6  |        |        |        |
|-----------------------------|---|-------------------------------|-----|-----|------|------|-----|---|-----|------|------------------|-------|-------|---|------|------|----|------|------|----|--|--------|--------|--------|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |     |     |      |      |     | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |    |      |      |    | % of Goals Met Based on<br>Adjusted 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                          | # | 3                             |     |     | 2    |      |     | 5   | 6.0 | 37.7 | 10.2             | 6.0 * | No    | 10.2 *  |      |      |    |      |      |    |  | 0.0% * | Yes    | 0.0% * |
|                             | % | 60.0                          |     |     | 40.0 |      |     | 100   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
| T3,T4,T5                    | # | 23                            | 4   |     | 18   | 14   |     | 59  | 3.7 | 40.4 | 6.4              | No    | 9.9   | No  | 2    |      |    | 1    | 3    |    | 6  | Yes    | 75.5%  | Yes    |
|                             | % | 39.0                          | 6.8 |     | 30.5 | 23.7 |     | 100   |     |      |                  |       |       |   | 33.3 |      |    | 16.7 | 50.0 |    | 100  |        |        |        |
| E2,E3                       | # | 8                             | 2   |     | 20   | 10   |     | 40  | 4.3 | 25.8 | 12.1             | No    | No    | No  |      | 1    |    | 4    |      |    | 5  | Yes    | Yes    | Yes    |
|                             | % | 20.0                          | 5.0 |     | 50.0 | 25.0 |     | 100   |     |      |                  |       |       |   |      | 20.0 |    | 80.0 |      |    | 100  |        |        |        |
| E5,E6                       | # |                               | 1   | 1   | 14   | 5    | 1   | 22  | 2.6 | 61.1 | 14.0             | No    | No    | No  |      |      |    | 1    | 1    |    | 2  | Yes    | Yes    | Yes    |
|                             | % |                               | 4.5 | 4.5 | 63.6 | 22.7 | 4.5 | 100   |     |      |                  |       |       |   |      |      |    | 50.0 | 50.0 |    | 100  |        |        |        |
| E7,E8                       | # | 3                             |     |     |      |      |     | 3   | 7.6 | 1.5  | 24.6             | 7.6 * | 1.5 * | 24.6 *  |      |      |    |      |      |    |  | 0.0% * | 0.0% * | 0.0% * |
|                             | % | 100.0                         |     |     |      |      |     | 100   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
|                             | # |                               |     |     |      |      |     |   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
|                             | % |                               |     |     |      |      |     |   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
|                             | # |                               |     |     |      |      |     |   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
|                             | % |                               |     |     |      |      |     |   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
|                             | # |                               |     |     |      |      |     |   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
|                             | % |                               |     |     |      |      |     |   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
|                             | # |                               |     |     |      |      |     |   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |
|                             | % |                               |     |     |      |      |     |   |     |      |                  |       |       |   |      |      |    |      |      |    |  |        |        |        |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **92.0%**

Level of Goal Attainment for 2023: **92.8%**

Level of Goal Attainment for 2024: **97.6%**

## Central Carolina Technical College

President: Dr. Kevin Pollock

EEO Officer: Trevon McClary

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |       |       | 5   |      |      |       |      |      |       | 6  |         |         |     |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|-------|-------|---|------|------|-------|------|------|-------|--|---------|---------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |       |      |      |       | % of Goals Met Based on<br>Adjusted 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                       | #                             | 5    |      | 6    |      |      | 11    | 5.4   | 42.4 | 10.4 | 5.4 *            | No    | 10.4  |   |      |      | 1     |      |      | 1     | 0.0% *   | Yes     | 0.0%    |     |
|                             | %                             | 45.5 |      | 54.5 |      |      | 100   |   |      |      |                  |       |       |   |      |      | 100.0 |      |      | 100   |  |         |         |     |
| T3,T4                       | #                             | 22   | 3    | 1    | 37   | 6    | 2     | 71  | 2.9  | 39.6 | 8.3              | No    | No    | No  | 2    | 1    |       | 6    |      |       | 9  | Yes     | Yes     | Yes |
|                             | %                             | 31.0 | 4.2  | 1.4  | 52.1 | 8.5  | 2.8   | 100   |      |      |                  | No    | No    | No  | 22.2 | 11.1 |       | 66.7 |      |       | 100  |         |         |     |
| T5,E2                       | #                             | 6    | 4    |      | 20   | 20   | 5     | 55  | 3.3  | 59.5 | 8.3              | No    | 23.1  | No  |      | 2    |       | 6    | 2    |       | 10   | Yes     | 61.2%   | Yes |
|                             | %                             | 10.9 | 7.3  |      | 36.4 | 36.4 | 9.1   | 100   |      |      |                  | No    | 23.1  | No  |      | 20.0 |       | 60.0 | 20.0 |       | 100  |         |         |     |
| E1                          | #                             | 1    | 1    |      | 5    | 2    |       | 9   | 6.4  | 33.4 | 18.7             | No    | No    | No  | 1    | 1    |       | 1    |      | 3     | Yes  | Yes     | Yes     |     |
|                             | %                             | 11.1 | 11.1 |      | 55.6 | 22.2 |       | 100   |      |      |                  | No    | No    | No  | 33.3 | 33.3 |       | 33.3 |      | 100   |  |         |         |     |
| E3,E4,E5                    | #                             | 3    | 5    | 2    | 11   | 4    |       | 25  | 22.9 | 27.0 | 17.6             | 2.9 * | No    | 1.6 *   |      |      | 3     | 1    |      | 4     | 87.4% *  | Yes     | 90.9% * |     |
|                             | %                             | 12.0 | 20.0 | 8.0  | 44.0 | 16.0 |       | 100   |      |      |                  |       |       |   |      |      | 75.0  | 25.0 |      | 100   |  |         |         |     |
| E6                          | #                             | 1    |      |      | 12   | 6    |       | 19  | 1.6  | 63.3 | 16.8             | 1.6 * | 0.1 * | No  |      |      | 1     | 2    |      | 3     | 0.0% *   | 99.8% * | Yes     |     |
|                             | %                             | 5.3  |      |      | 63.2 | 31.6 |       | 100   |      |      |                  |       |       | No  |      |      | 33.3  | 66.7 |      | 100   |  |         |         |     |
| E7,E8                       | #                             | 9    | 9    |      | 1    | 4    |       | 23  | 15.1 | 8.7  | 10.1             | No    | 4.4   | No  | 2    |      | 1     | 1    |      | 4     | Yes  | 49.6%   | Yes     |     |
|                             | %                             | 39.1 | 39.1 |      | 4.3  | 17.4 |       | 100   |      |      |                  | No    | 4.4   | No  | 50.0 |      | 25.0  | 25.0 |      | 100   |  |         |         |     |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |       |       |   |      |      |       |      |      |       |  |         |         |     |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |       |       |   |      |      |       |      |      |       |  |         |         |     |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |       |       |   |      |      |       |      |      |       |  |         |         |     |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |       |       |   |      |      |       |      |      |       |  |         |         |     |

### Legend:

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

### Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

### Goal Attainment:

Level of Goal Attainment for 2022: **95.7%**

Level of Goal Attainment for 2023: **89.7%**

Level of Goal Attainment for 2024: **88.9%**

## Denmark Technical College

President: Dr. Willie Todd, Jr.

EEO Officer: Ronalda Stover

| 1                           | 2                             |      |       |     |      |      |       | 3   |      |      | 4                |                   |                  | 5   |    |      |    |      |      |       | 6  |                   |       |                    |     |
|-----------------------------|-------------------------------|------|-------|-----|------|------|-------|---|------|------|------------------|-------------------|------------------|---|----|------|----|------|------|-------|--|-------------------|-------|--------------------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |       |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                   |                  | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |      |    |      |      |       | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             |      | 5     | 1   |      | 5    |       | 11  | 8.5  | 31.3 | 19.7             | No                | 31.3             | No  |    |      |    |      |      |       |  | Yes               | 0.0%  | Yes                |     |
|                             | %                             |      | 45.5  | 9.1 |      | 45.5 |       | 100   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
| T3,T4                       | #                             | 4    | 5     | 1   | 1    | 10   | 1     | 22  | 6.5  | 28.7 | 13.0             | No                | 24.2             | No  |    | 1    |    |      |      | 1     |  | 2                 | Yes   | 15.7%              | Yes |
|                             | %                             | 18.2 | 22.7  | 4.5 | 4.5  | 45.5 | 4.5   | 100   |      |      |                  |                   |                  |   |    | 50.0 |    |      | 50.0 |       | 100  |                   |       |                    |     |
| E2                          | #                             |      | 4     |     | 4    | 10   |       | 18  | 10.2 | 25.7 | 18.5             | No                | 3.5 <sup>*</sup> | No  |    | 1    |    |      | 2    | 1     |  | 4                 | Yes   | 86.2% <sup>*</sup> | Yes |
|                             | %                             |      | 22.2  |     | 22.2 | 55.6 |       | 100   |      |      |                  |                   |                  |   |    | 25.0 |    | 50.0 | 25.0 |       | 100  |                   |       |                    |     |
| E3,E5,E6                    | #                             | 1    |       |     | 1    | 6    |       | 8   | 12.0 | 47.6 | 22.1             | 12.0 <sup>*</sup> | 35.1             | No  |    |      |    |      |      |       |  | 0.0% <sup>*</sup> | 26.3% | Yes                |     |
|                             | %                             | 12.5 |       |     | 12.5 | 75.0 |       | 100   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
| E4                          | #                             |      | 2     |     |      |      |       | 2   | 7.8  | 0.0  | 11.7             | No                | No               | 11.7 <sup>*</sup>                             |    |      |    |      |      |       |  | Yes               | Yes   | 0.0% <sup>*</sup>  |     |
|                             | %                             |      | 100.0 |     |      |      |       | 100   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
|                             | #                             |      |       |     |      |      |       |   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
|                             | %                             |      |       |     |      |      |       |   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
|                             | #                             |      |       |     |      |      |       |   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
|                             | %                             |      |       |     |      |      |       |   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
|                             | #                             |      |       |     |      |      |       |   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
|                             | %                             |      |       |     |      |      |       |   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
|                             | #                             |      |       |     |      |      |       |   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |
|                             | %                             |      |       |     |      |      |       |   |      |      |                  |                   |                  |   |    |      |    |      |      |       |  |                   |       |                    |     |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **72.9%**

Level of Goal Attainment for 2023: **74.3%**

Level of Goal Attainment for 2024: **79.1%**

## Florence-Darlington Technical College

President: Dr. Jermaine Ford

EEO Officer: Terry Dingle

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |    |       | 5   |       |      |    |      |      |       |     | 6  |       |  |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|----|-------|---|-------|------|----|------|------|-------|-----|--|-------|--|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |    |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |    |      |      |       |     | % of Goals Met Based on<br>Adjusted 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                       | #                             | 1    | 4    |     | 2    | 1    | 2     | 10  | 8.3  | 38.5 | 20.1             | No | 18.5  | 10.1  |       | 1    |    |      | 1    | 2     | Yes | 51.9%  | 49.7% |  |
|                             | %                             | 10.0 | 40.0 |     | 20.0 | 10.0 | 20.0  | 100   |      |      |                  |    |       |   | 50.0  |      |    |      | 50.0 | 100   |     |  |       |  |
| T3,T4,T5                    | #                             | 26   | 5    | 1   | 32   | 11   | 3     | 78  | 2.9  | 31.2 | 15.6             | No | No    | 1.5   | 2     | 2    |    | 1    | 1    | 6     | Yes | Yes  | 90.6% |  |
|                             | %                             | 33.3 | 6.4  | 1.3 | 41.0 | 14.1 | 3.8   | 100   |      |      |                  |    |       |   | 33.3  | 33.3 |    | 16.7 | 16.7 | 100   |     |  |       |  |
| E2                          | #                             | 18   | 9    |     | 21   | 22   |       | 70  | 8.0  | 29.1 | 14.9             | No | No    | No  | 2     | 3    |    |      | 7    | 12    | Yes | Yes  | Yes   |  |
|                             | %                             | 25.7 | 12.9 |     | 30.0 | 31.4 |       | 100   |      |      |                  |    |       |   | 16.7  | 25.0 |    |      | 58.3 | 100   |     |  |       |  |
| E5,E6                       | #                             | 2    | 1    |     | 13   | 17   |       | 33  | 1.8  | 57.2 | 23.0             | No | 17.8  | No  |       |      |    | 2    | 3    | 5     | Yes | 68.9%  | Yes   |  |
|                             | %                             | 6.1  | 3.0  |     | 39.4 | 51.5 |       | 100   |      |      |                  |    |       |   |       |      |    | 40.0 | 60.0 | 100   |     |  |       |  |
| E3,E7,E8                    | #                             | 11   | 7    |     | 3    | 1    | 1     | 23  | 11.6 | 14.4 | 11.8             | No | 1.4 * | 7.5   |       | 1    |    |      |      | 1     | Yes | 90.3% *  | 36.5% |  |
|                             | %                             | 47.8 | 30.4 |     | 13.0 | 4.3  | 4.3   | 100   |      |      |                  |    |       |   | 100.0 |      |    |      |      | 100   |     |  |       |  |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |    |       |   |       |      |    |      |      |       |     |  |       |  |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |    |       |   |       |      |    |      |      |       |     |  |       |  |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |    |       |   |       |      |    |      |      |       |     |  |       |  |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |    |       |   |       |      |    |      |      |       |     |  |       |  |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |    |       |   |       |      |    |      |      |       |     |  |       |  |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |    |       |   |       |      |    |      |      |       |     |  |       |  |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |    |       |   |       |      |    |      |      |       |     |  |       |  |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |    |       |   |       |      |    |      |      |       |     |  |       |  |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **89.0%**

Level of Goal Attainment for 2023: **86.1%**

Level of Goal Attainment for 2024: **85.9%**

## Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Susan M. Jones

| 1                           | 2                             |      |      |     |      |      |       | 3   |     |      | 4                |     |      | 5   |      |      |      |      |      |       | 6  |       |       |     |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|-----|------|------------------|-----|------|---|------|------|------|------|------|-------|--|-------|-------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted 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,E1                    | #                             | 9    | 2    | 1   | 12   | 5    |       | 29  | 4.1 | 37.9 | 7.1              | No  | No   | No  | 1    | 1    |      | 2    |      |       | 4  | Yes   | Yes   | Yes |
|                             | %                             | 31.0 | 6.9  | 3.4 | 41.4 | 17.2 |       | 100   |     |      |                  |     |      |   | 25.0 | 25.0 |      | 50.0 |      |       | 100  |       |       |     |
| T3,T4                       | #                             | 98   | 16   | 5   | 135  | 25   | 9     | 288   | 4.4 | 36.3 | 2.2              | No  | No   | No  | 12   | 1    |      | 15   | 5    | 2     | 35   | Yes   | Yes   | Yes |
|                             | %                             | 34.0 | 5.6  | 1.7 | 46.9 | 8.7  | 3.1   | 100   |     |      |                  |     |      |   | 34.3 | 2.9  |      | 42.9 | 14.3 | 5.7   | 100  |       |       |     |
| T5,E2                       | #                             | 42   | 14   | 1   | 93   | 52   | 9     | 211   | 3.8 | 35.6 | 7.2              | No  | No   | No  | 4    | 6    |      | 28   | 9    | 4     | 51   | Yes   | Yes   | Yes |
|                             | %                             | 19.9 | 6.6  | 0.5 | 44.1 | 24.6 | 4.3   | 100   |     |      |                  |     |      |   | 7.8  | 11.8 |      | 54.9 | 17.6 | 7.8   | 100  |       |       |     |
| E3,E4,E5                    | #                             | 28   | 4    | 3   | 32   | 13   | 7     | 87  | 5.8 | 30.6 | 7.1              | 1.2 | No   | No  | 4    |      | 1    | 4    |      |       | 9  | 79.4% | Yes   | Yes |
|                             | %                             | 32.2 | 4.6  | 3.4 | 36.8 | 14.9 | 8.0   | 100   |     |      |                  |     |      |   | 44.4 |      | 11.1 | 44.4 |      |       | 100  |       |       |     |
| E6                          | #                             | 6    | 1    |     | 15   | 15   | 1     | 38  | 1.3 | 66.2 | 9.0              | No  | 26.7 | No  |      |      |      | 3    | 6    |       | 9  | Yes   | 59.7% | Yes |
|                             | %                             | 15.8 | 2.6  |     | 39.5 | 39.5 | 2.6   | 100   |     |      |                  |     |      |   |      |      |      | 33.3 | 66.7 |       | 100  |       |       |     |
| E7,E8                       | #                             | 34   | 9    | 2   | 10   | 8    | 3     | 66  | 6.3 | 10.9 | 4.7              | No  | No   | No  | 12   | 3    | 1    | 1    | 1    | 2     | 20   | Yes   | Yes   | Yes |
|                             | %                             | 51.5 | 13.6 | 3.0 | 15.2 | 12.1 | 4.5   | 100   |     |      |                  |     |      |   | 60.0 | 15.0 | 5.0  | 5.0  | 5.0  | 10.0  | 100  |       |       |     |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |     |      |   |      |      |      |      |      |       |  |       |       |     |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |     |      |   |      |      |      |      |      |       |  |       |       |     |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |     |      |   |      |      |      |      |      |       |  |       |       |     |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |     |      |   |      |      |      |      |      |       |  |       |       |     |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |     |      |   |      |      |      |      |      |       |  |       |       |     |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |     |      |   |      |      |      |      |      |       |  |       |       |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **95.9%**  
Level of Goal Attainment for 2023: **88.4%**  
Level of Goal Attainment for 2024: **96.6%**



## Horry-Georgetown Technical College

President: Marilyn Fore  
EEO Officer: Jackie Snyder

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |                  |                  | 5   |      |      |       |      |     |       | 6  |                    |                    |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------------------|------------------|---|------|------|-------|------|-----|-------|--|--------------------|--------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |                  | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |       |      |     |       | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             | 5    |      | 16   | 1    |      | 22    | 4.2   | 33.4 | 6.7  | 4.2 <sup>*</sup> | No               | 2.2 <sup>*</sup> |   |      |      | 3     |      |     | 3     | 0.0% <sup>*</sup>                                | Yes                | 67.1% <sup>*</sup> |
|                             | %                             | 22.7 |      | 72.7 | 4.5  |      | 100   |   |      |      |                  |                  |                  |   |      |      | 100.0 |      |     | 100   |  |                    |                    |
| T3,T4                       | #                             | 84   | 5    | 4    | 76   | 4    | 3     | 2.7   | 32.8 | 3.9  | No               | No               | 1.6              | 12  | 1    | 2    | 11    | 1    |     | 27    | Yes  | Yes                | 59.1%              |
|                             | %                             | 47.7 | 2.8  | 2.3  | 43.2 | 2.3  | 1.7   |   |      |      |                  |                  |                  | 44.4  | 3.7  | 7.4  | 40.7  | 3.7  |     | 100   |  |                    |                    |
| T5,E2                       | #                             | 21   | 2    | 2    | 54   | 14   | 5     | 4.6   | 29.3 | 6.2  | 2.6              | No               | No               | 7   | 1    | 5    | 9     | 2    | 1   | 25    | 43.8%  | Yes                | Yes                |
|                             | %                             | 21.4 | 2.0  | 2.0  | 55.1 | 14.3 | 5.1   |   |      |      |                  |                  |                  | 28.0  | 4.0  | 20.0 | 36.0  | 8.0  | 4.0 | 100   |  |                    |                    |
| E3,E5                       | #                             | 7    | 5    |      | 7    | 5    | 24    | 4.2   | 31.9 | 8.0  | No               | 2.7 <sup>*</sup> | No               | 4   | 2    |      |       |      |     | 6     | Yes  | 91.5% <sup>*</sup> | Yes                |
|                             | %                             | 29.2 | 20.8 |      | 29.2 | 20.8 | 100   |   |      |      |                  |                  |                  | 66.7  | 33.3 |      |       |      |     | 100   |  |                    |                    |
| E6                          | #                             |      | 2    |      | 6    | 1    | 9     | 3.0   | 44.6 | 11.9 | No               | No               | 0.8 <sup>*</sup> |   | 1    |      | 2     |      |     | 3     | Yes  | Yes                | 93.3% <sup>*</sup> |
|                             | %                             |      | 22.2 |      | 66.7 | 11.1 | 100   |   |      |      |                  |                  |                  |   | 33.3 |      | 66.7  |      |     | 100   |  |                    |                    |
| E7,E8                       | #                             | 22   | 2    | 1    | 4    | 5    | 35    | 10.2  | 9.0  | 6.3  | 4.5              | No               | No               | 3   | 2    |      |       | 2    |     | 7     | 56.0%  | Yes                | Yes                |
|                             | %                             | 62.9 | 5.7  | 2.9  | 11.4 | 14.3 | 2.9   |   |      |      |                  |                  |                  | 42.9  | 28.6 |      |       | 28.6 |     | 100   |  |                    |                    |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                  |                  |   |      |      |       |      |     |       |  |                    |                    |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                  |                  |   |      |      |       |      |     |       |  |                    |                    |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                  |                  |   |      |      |       |      |     |       |  |                    |                    |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                  |                  |   |      |      |       |      |     |       |  |                    |                    |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |                  |                  |   |      |      |       |      |     |       |  |                    |                    |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |                  |                  |   |      |      |       |      |     |       |  |                    |                    |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **76.0%**  
Level of Goal Attainment for 2023: **86.8%**  
Level of Goal Attainment for 2024: **88.9%**

## Technical College of the Lowcountry

President: Dr. Richard Gough

EEO Officer: Tara Lahnen

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |    |     | 5   |    |    |    |    |    |       | 6  |     |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|----|-----|---|----|----|----|----|----|-------|--|-----|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |    |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |    |    |    |    |    |       | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             | 2    | 1    |     | 8    |      | 11    | 5.0   | 48.8 | 8.4  | No               | No | 8.4 | 2   |    |    | 2  |    |    | 2     | Yes  | Yes | 0.0%  |
|                             | %                             | 18.2 | 9.1  |     | 72.7 |      | 100   |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
| T3,T4                       | #                             | 19   | 4    |     | 30   | 2    | 3     | 2.3   | 33.7 | 4.3  | No               | No | 0.9 | 2   |    |    | 4  |    | 1  | 7     | Yes  | Yes | 78.6% |
|                             | %                             | 32.8 | 6.9  |     | 51.7 | 3.4  | 5.2   |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
| T5,E2                       | #                             | 5    | 1    | 1   | 32   | 7    | 3     | 3.9   | 29.8 | 8.9  | 1.9              | No | No  | 1   |    | 1  | 10 |    | 2  | 14    | 51.9%  | Yes | Yes   |
|                             | %                             | 10.2 | 2.0  | 2.0 | 65.3 | 14.3 | 6.1   |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
| E3,E5,E6                    | #                             | 4    | 1    |     | 9    | 3    | 1     | 3.2   | 47.1 | 10.6 | No               | No | No  |   | 1  |    | 2  |    |    | 3     | Yes  | Yes | Yes   |
|                             | %                             | 22.2 | 5.6  |     | 50.0 | 16.7 | 5.6   |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
| E7,E8                       | #                             | 4    | 3    |     | 1    | 2    |       | 9.9   | 6.9  | 6.6  | No               | No | No  | 3   | 1  |    | 1  |    |    | 5     | Yes  | Yes | Yes   |
|                             | %                             | 40.0 | 30.0 |     | 10.0 | 20.0 |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |    |     |   |    |    |    |    |    |       |  |     |       |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **88.6%**  
Level of Goal Attainment for 2023: **85.1%**  
Level of Goal Attainment for 2024: **95.0%**

## Midlands Technical College

Agency Director: Gregory Little

EEO Officer: Alexea Ray

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |      |     | 5   |       |      |      |       |      |       | 6  |       |      |     |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|------|-----|---|-------|------|------|-------|------|-------|--|-------|------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |      |       |      |       | % of Goals Met Based on<br>Adjusted 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,E1                    | #                             | 7    | 2    |     | 5    | 6    |       | 20  | 11.7 | 29.0 | 12.8             | 1.7  | 4.0 | No  | 2     |      |      | 2     |      |       | 4  | 85.6  | 86.3 | Yes |
|                             | %                             | 35.0 | 10.0 |     | 25.0 | 30.0 |       | 100   |      |      |                  |      |     |   | 50.0  |      |      | 50.0  |      |       | 100  |       |      |     |
| T3,T4                       | #                             | 87   | 14   | 5   | 85   | 36   | 8     | 235   | 3.9  | 33.3 | 6.4              | No   | No  | No  | 13    | 2    | 2    | 13    | 8    | 1     | 39   | Yes   | Yes  | Yes |
|                             | %                             | 37.0 | 6.0  | 2.1 | 36.2 | 15.3 | 3.4   | 100   |      |      |                  |      |     |   | 33.3  | 5.1  | 5.1  | 33.3  | 20.5 | 2.6   | 100  |       |      |     |
| T5,E2                       | #                             | 33   | 10   |     | 64   | 68   | 2     | 177   | 7.1  | 29.2 | 14.0             | 1.5  | No  | No  | 1     | 3    |      | 12    | 12   | 1     | 29   | 79.2% | Yes  | Yes |
|                             | %                             | 18.6 | 5.6  |     | 36.2 | 38.4 | 1.1   | 100   |      |      |                  |      |     |   | 3.4   | 10.3 |      | 41.4  | 41.4 | 3.4   | 100  |       |      |     |
| E3                          | #                             | 12   | 3    | 3   | 11   | 10   |       | 39  | 12.3 | 20.0 | 13.1             | 4.6  | No  | No  |       | 1    | 3    |       |      |       | 4  | 62.7% | Yes  | Yes |
|                             | %                             | 30.8 | 7.7  | 7.7 | 28.2 | 25.6 |       | 100   |      |      |                  |      |     |   |       | 25.0 | 75.0 |       |      |       | 100  |       |      |     |
| E4,E5                       | #                             | 6    | 3    |     | 10   | 8    | 2     | 29  | 11.1 | 27.1 | 9.5              | 0.8  | No  | No  | 2     | 2    |      | 2     | 1    |       | 7  | 92.6  | Yes  | Yes |
|                             | %                             | 20.7 | 10.3 |     | 34.5 | 27.6 | 6.9   | 100   |      |      |                  |      |     |   | 28.6  | 28.6 |      | 28.6  | 14.3 |       | 100  |       |      |     |
| E6                          | #                             |      | 1    |     | 14   | 7    |       | 22  | 7.3  | 40.4 | 29.4             | 2.8  | No  | No  |       |      |      | 2     |      |       | 2  | 61.9  | Yes  | Yes |
|                             | %                             |      | 4.5  |     | 63.6 | 31.8 |       | 100   |      |      |                  |      |     |   |       |      |      | 100.0 |      |       | 100  |       |      |     |
| E7                          | #                             | 6    | 5    |     |      | 1    |       | 12  | 32.5 | 1.9  | 2.5              | No   | 1.9 | No  | 2     | 2    |      |       |      |       | 4  | Yes   | 0.0  | Yes |
|                             | %                             | 50.0 | 41.7 |     |      | 8.3  |       | 100   |      |      |                  |      |     |   | 50.0  | 50.0 |      |       |      |       | 100  |       |      |     |
| E8                          | #                             | 11   |      |     | 3    | 3    |       | 17  | 14.5 | 14.5 | 9.5              | 14.5 | No  | No  | 1     |      |      |       |      |       | 1  | 0.0%  | Yes  | Yes |
|                             | %                             | 64.7 |      |     | 17.6 | 17.6 |       | 100   |      |      |                  |      |     |   | 100.0 |      |      |       |      |       | 100  |       |      |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |      |     |   |       |      |      |       |      |       |  |       |      |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |      |     |   |       |      |      |       |      |       |  |       |      |     |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **87.2%**

Level of Goal Attainment for 2023: **92.9%**

Level of Goal Attainment for 2024: **89.9%**

## Northeastern Technical College

Agency Director: Kyle Wagner, Ph.D.

EEO Officer: Krysten Hyduke

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |                   |                   | 5   |      |      |    |      |      |       | 6  |                    |                   |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|-------------------|-------------------|---|------|------|----|------|------|-------|--|--------------------|-------------------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                   |                   | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |    |      |      |       | % of Goals Met Based on<br>Adjusted 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,E1                    | #                             | 4    |      |     | 6    | 2    |       | 12  | 3.0  | 37.3 | 27.4             | 3.0 <sup>*</sup>  | No                | 10.7  | 2    |      |    | 2    | 1    |       | 5  | 0.0% <sup>*</sup>  | Yes               | 60.9% |
|                             | %                             | 33.3 |      |     | 50.0 | 16.7 |       | 100   |      |      |                  |                   |                   |   | 40.0 |      |    | 40.0 | 20.0 |       | 100  |                    |                   |       |
| T3,T4                       | #                             | 17   | 1    | 1   | 10   | 4    |       | 33  | 19.1 | 39.1 | 3.3              | 16.1              | 8.8               | No  | 1    |      |    | 3    |      |       | 4  | 15.7%              | 77.5%             | Yes   |
|                             | %                             | 51.5 | 3.0  | 3.0 | 30.3 | 12.1 |       | 100   |      |      |                  |                   |                   |   | 25.0 |      |    | 75.0 |      |       | 100  |                    |                   |       |
| E2,E5,E6                    | #                             | 6    | 2    |     | 16   | 10   |       | 34  | 2.7  | 41.6 | 21.0             | No                | No                | No  | 3    | 1    |    | 6    | 3    |       | 13   | Yes                | Yes               | Yes   |
|                             | %                             | 17.6 | 5.9  |     | 47.1 | 29.4 |       | 100   |      |      |                  |                   |                   |   | 23.1 | 7.7  |    | 46.2 | 23.1 |       | 100  |                    |                   |       |
| E7,E8                       | #                             | 5    | 1    |     |      | 2    |       | 8   | 23.3 | 11.6 | 12.3             | 10.8 <sup>*</sup> | 11.6 <sup>*</sup> | No  | 1    | 1    |    |      |      |       | 2  | 53.7% <sup>*</sup> | 0.0% <sup>*</sup> | Yes   |
|                             | %                             | 62.5 | 12.5 |     |      | 25.0 |       | 100   |      |      |                  |                   |                   |   | 50.0 | 50.0 |    |      |      |       | 100  |                    |                   |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                   |                   |   |      |      |    |      |      |       |  |                    |                   |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                   |                   |   |      |      |    |      |      |       |  |                    |                   |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                   |                   |   |      |      |    |      |      |       |  |                    |                   |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                   |                   |   |      |      |    |      |      |       |  |                    |                   |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                   |                   |   |      |      |    |      |      |       |  |                    |                   |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                   |                   |   |      |      |    |      |      |       |  |                    |                   |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                   |                   |   |      |      |    |      |      |       |  |                    |                   |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                   |                   |   |      |      |    |      |      |       |  |                    |                   |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **76.0%**

Level of Goal Attainment for 2023: **73.5%**

Level of Goal Attainment for 2024: **80.8%**

## Orangeburg-Calhoun Technical College

Agency Director: Dr. Walt Tobin

EEO Officer: Marie S. Howell

| 1                           | 2                             |      |      |     |      |       |       | 3   |      |      | 4                |       |       | 5   |      |      |    |      |      |       | 6  |        |         |     |
|-----------------------------|-------------------------------|------|------|-----|------|-------|-------|---|------|------|------------------|-------|-------|---|------|------|----|------|------|-------|--|--------|---------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |       |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |    |      |      |       | % of Goals Met Based on<br>Adjusted 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                       | #                             | 2    |      |     | 1    | 1     |       | 4   | 8.4  | 31.1 | 23.9             | 8.4 * | 6.1 * | No  | 1    |      |    |      | 1    |       | 2  | 0.0% * | 80.5% * | Yes |
|                             | %                             | 50.0 |      |     | 25.0 | 25.0  |       | 100   |      |      |                  |       |       | No  | 50.0 |      |    |      | 50.0 |       | 100  |        |         |     |
| T3,T4                       | #                             | 15   | 4    |     | 27   | 11    | 2     | 59  | 6.1  | 32.8 | 15.0             | No    | No    | No  | 2    | 1    |    |      |      |       | 3  | Yes    | Yes     | Yes |
|                             | %                             | 25.4 | 6.8  |     | 45.8 | 18.6  | 3.4   | 100   |      |      |                  |       |       | No  | 66.7 | 33.3 |    |      |      |       | 100  |        |         |     |
| T5,E2                       | #                             | 3    | 2    |     | 16   | 16    | 2     | 39  | 10.9 | 26.8 | 25.9             | 5.8   | No    | No  |      | 1    |    | 4    | 5    | 2     | 12   | 46.7%  | Yes     | Yes |
|                             | %                             | 7.7  | 5.1  |     | 41.0 | 41.0  | 5.1   | 100   |      |      |                  |       |       | No  |      | 8.3  |    | 33.3 | 41.7 | 16.7  | 100  |        |         |     |
| E3,E4,E5                    | #                             | 2    | 3    | 1   | 16   | 6     |       | 28  | 17.9 | 19.9 | 18.0             | 7.2   | No    | No  |      | 1    |    | 1    |      |       | 2  | 59.7%  | Yes     | Yes |
|                             | %                             | 7.1  | 10.7 | 3.6 | 57.1 | 21.4  |       | 100   |      |      |                  |       |       | No  |      | 50.0 |    | 50.0 |      |       | 100  |        |         |     |
| E6                          | #                             |      |      |     |      | 3     |       | 3   | 1.2  | 45.9 | 38.4             | 1.2 * | 45.9  | No  |      |      |    |      |      |       |  | 0.0% * | Yes     | Yes |
|                             | %                             |      |      |     |      | 100.0 |       | 100   |      |      |                  |       |       | No  |      |      |    |      |      |       |  |        |         |     |
| E7,E8                       | #                             | 7    | 4    | 1   | 2    | 2     |       | 16  | 22.5 | 4.1  | 12.2             | No    | No    | No  |      | 1    |    |      | 1    |       | 2  | Yes    | Yes     | Yes |
|                             | %                             | 43.8 | 25.0 | 6.3 | 12.5 | 12.5  |       | 100   |      |      |                  |       |       | No  |      | 50.0 |    |      | 50.0 |       | 100  |        |         |     |
|                             | #                             |      |      |     |      |       |       |   |      |      |                  |       |       |   |      |      |    |      |      |       |  |        |         |     |
|                             | %                             |      |      |     |      |       |       |   |      |      |                  |       |       |   |      |      |    |      |      |       |  |        |         |     |
|                             | #                             |      |      |     |      |       |       |   |      |      |                  |       |       |   |      |      |    |      |      |       |  |        |         |     |
|                             | %                             |      |      |     |      |       |       |   |      |      |                  |       |       |   |      |      |    |      |      |       |  |        |         |     |
|                             | #                             |      |      |     |      |       |       |   |      |      |                  |       |       |   |      |      |    |      |      |       |  |        |         |     |
|                             | %                             |      |      |     |      |       |       |   |      |      |                  |       |       |   |      |      |    |      |      |       |  |        |         |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **89.9%**  
Level of Goal Attainment for 2023: **90.3%**  
Level of Goal Attainment for 2024: **92.9%**

## Piedmont Technical College

President: Hope Rivers  
EEO Officer: Alesia Brown

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |                  |                   | 5   |       |      |       |      |      |       | 6  |                    |                   |                    |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|------------------|-------------------|---|-------|------|-------|------|------|-------|--|--------------------|-------------------|--------------------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |                   | Hires and Promotions<br>10/1/2023 - 9/30/2024 |       |      |       |      |      |       | % of Goals Met Based on<br>Adjusted 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                       | #                             | 2    |      |     | 5    | 2    |       | 9   | 3.6  | 21.9 | 3.2              | 3.6 <sup>*</sup> | No                | No  |       |      |       | 1    |      |       | 1  | 0.0% <sup>*</sup>  | Yes               | Yes                |
|                             | %                             | 22.2 |      |     | 55.6 | 22.2 |       | 100   |      |      |                  |                  |                   |   |       |      | 100.0 |      |      | 100   |  |                    |                   |                    |
| T3,T4                       | #                             | 47   | 7    | 4   | 51   | 8    | 5     | 122   | 3.4  | 42.8 | 7.9              | No               | 1.0               | 1.3   | 8     | 1    |       | 6    | 5    |       | 20   | Yes                | 97.7%             | 83.2%              |
|                             | %                             | 38.5 | 5.7  | 3.3 | 41.8 | 6.6  | 4.1   | 100   |      |      |                  |                  |                   |   | 40.0  | 5.0  |       | 30.0 | 25.0 |       | 100  |                    |                   |                    |
| T5,E2                       | #                             | 22   | 5    | 1   | 43   | 29   | 1     | 101   | 3.3  | 35.5 | 10.9             | No               | No                | No  | 4     |      |       | 5    | 7    |       | 16   | Yes                | Yes               | Yes                |
|                             | %                             | 21.8 | 5.0  | 1.0 | 42.6 | 28.7 | 1.0   | 100   |      |      |                  |                  |                   |   | 25.0  |      |       | 31.3 | 43.8 |       | 100  |                    |                   |                    |
| E3,E4,E5                    | #                             | 9    | 1    | 1   | 11   | 1    |       | 23  | 8.0  | 36.6 | 4.6              | 3.7 <sup>*</sup> | No                | 0.3 <sup>*</sup>                              |       |      |       |      |      |       |  | 53.9% <sup>*</sup> | Yes               | 94.5% <sup>*</sup> |
|                             | %                             | 39.1 | 4.3  | 4.3 | 47.8 | 4.3  |       | 100   |      |      |                  |                  |                   |   |       |      |       |      |      |       |  |                    |                   |                    |
| E6                          | #                             | 2    | 1    |     | 15   | 9    | 1     | 28  | 2.0  | 50.2 | 24.4             | No               | No                | No  | 1     | 1    |       | 1    | 3    |       | 6  | Yes                | Yes               | Yes                |
|                             | %                             | 7.1  | 3.6  |     | 53.6 | 32.1 | 3.6   | 100   |      |      |                  |                  |                   |   | 16.7  | 16.7 |       | 16.7 | 50.0 |       | 100  |                    |                   |                    |
| E7                          | #                             | 11   | 1    |     |      |      |       | 12  | 7.8  | 4.1  | 1.4              | No               | 4.1 <sup>*</sup>  | 1.4 <sup>*</sup>                              | 5     |      |       |      |      |       | 5  | Yes                | 0.0% <sup>*</sup> | 0.0% <sup>*</sup>  |
|                             | %                             | 91.7 | 8.3  |     |      |      |       | 100   |      |      |                  |                  |                   |   | 100.0 |      |       |      |      |       | 100  |                    |                   |                    |
| E8                          | #                             | 1    | 1    |     | 1    |      |       | 3   | 26.5 | 12.2 | 25.6             | No               | 12.2 <sup>*</sup> | No  |       |      |       |      |      |       |  | Yes                | 0.0% <sup>*</sup> | Yes                |
|                             | %                             | 33.3 | 33.3 |     | 33.3 |      |       | 100   |      |      |                  |                  |                   |   |       |      |       |      |      |       |  |                    |                   |                    |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                  |                   |   |       |      |       |      |      |       |  |                    |                   |                    |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                  |                   |   |       |      |       |      |      |       |  |                    |                   |                    |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                  |                   |   |       |      |       |      |      |       |  |                    |                   |                    |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                  |                   |   |       |      |       |      |      |       |  |                    |                   |                    |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **94.9%**  
Level of Goal Attainment for 2023: **89.4%**  
Level of Goal Attainment for 2024: **95.8%**

## Spartanburg Community College

Agency Director: Gregory Michael Mikota

EEO Officer: Susan Chastain

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |                  |     | 5   |      |     |      |      |      |       | 6  |                    |       |     |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|------------------|-----|---|------|-----|------|------|------|-------|--|--------------------|-------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |                  |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |      |      |      |       | % of Goals Met Based on<br>Adjusted 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,E1                    | #                             | 8    | 1    |     | 10   | 3    |       | 22  | 8.6  | 32.9 | 7.0              | 4.1 <sup>*</sup> | No  | No  | 2    |     |      | 3    |      |       | 5  | 52.2% <sup>*</sup> | Yes   | Yes |
|                             | %                             | 36.4 | 4.5  |     | 45.5 | 13.6 |       | 100   |      |      |                  |                  |     | 40.0  |      |     | 60.0 |      |      | 100   |  |                    |       |     |
| T3,T4                       | #                             | 65   | 5    | 5   | 90   | 15   | 7     | 187   | 2.7  | 33.7 | 6.6              | 0.0 <sup>*</sup> | No  | No  | 17   |     |      | 18   | 5    | 1     | 41   | 98.5% <sup>*</sup> | Yes   | Yes |
|                             | %                             | 34.8 | 2.7  | 2.7 | 48.1 | 8.0  | 3.7   | 100   |      |      |                  |                  |     | 41.5  |      |     | 43.9 | 12.2 | 2.4  | 100   |  |                    |       |     |
| T5,E2                       | #                             | 27   | 12   | 2   | 61   | 23   | 2     | 127   | 6.7  | 33.9 | 7.2              | No               | No  | No  | 11   | 6   | 1    | 18   | 9    |       | 45   | Yes                | Yes   | Yes |
|                             | %                             | 21.3 | 9.4  | 1.6 | 48   | 18.1 | 1.6   | 100   |      |      |                  |                  |     | 24.4  | 13.3 | 2.2 | 40.0 | 20.0 |      | 100   |  |                    |       |     |
| E3,E5,E6                    | #                             | 8    | 3    | 1   | 28   | 8    | 3     | 51  | 3.7  | 45.7 | 9.5              | No               | No  | No  | 1    | 2   |      | 3    |      | 2     | 8  | Yes                | Yes   | Yes |
|                             | %                             | 15.7 | 5.9  | 2.0 | 54.9 | 15.7 | 5.9   | 100   |      |      |                  |                  |     | 12.5  | 25.0 |     | 37.5 |      | 25.0 | 100   |  |                    |       |     |
| E4,E7,E8                    | #                             | 24   | 5    | 1   | 2    | 2    |       | 34  | 10.0 | 8.9  | 4.9              | No               | 3.0 | No  | 6    | 2   |      |      |      |       | 8  | Yes                | 66.6% | Yes |
|                             | %                             | 70.6 | 14.7 | 2.9 | 5.9  | 5.9  |       | 100   |      |      |                  |                  |     | 75.0  | 25.0 |     |      |      |      | 100   |  |                    |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                  |     |   |      |     |      |      |      |       |  |                    |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                  |     |   |      |     |      |      |      |       |  |                    |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                  |     |   |      |     |      |      |      |       |  |                    |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                  |     |   |      |     |      |      |      |       |  |                    |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                  |     |   |      |     |      |      |      |       |  |                    |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                  |     |   |      |     |      |      |      |       |  |                    |       |     |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |                  |     |   |      |     |      |      |      |       |  |                    |       |     |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |                  |     |   |      |     |      |      |      |       |  |                    |       |     |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **90.4%**

Level of Goal Attainment for 2023: **94.2%**

Level of Goal Attainment for 2024: **94.5%**

## Tri-County Technical College

Agency Director: Galen DeHay

EEO Officer: Rhonda Gibby

| 1                           | 2                             |      |     |     |      |      |       | 3   |     |      | 4                |       |      | 5   |      |      |       |      |      |       | 6  |        |     |       |
|-----------------------------|-------------------------------|------|-----|-----|------|------|-------|---|-----|------|------------------|-------|------|---|------|------|-------|------|------|-------|--|--------|-----|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |       |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |       |      |      |       | % of Goals Met Based on<br>Adjusted 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,E1                    | #                             | 10   | 1   |     | 14   | 2    |       | 27  | 4.3 | 30.7 | 5.7              | 0.6 * | No   | No  | 1    |      |       | 4    |      |       | 5  | 87.0 * | Yes | Yes   |
|                             | %                             | 37.0 | 3.7 |     | 51.9 | 7.4  |       | 100   |     |      |                  |       |      | 20.0  |      |      | 80.0  |      |      | 100   |  |        |     |       |
| T3                          | #                             | 19   | 1   | 2   | 24.0 | 5    |       | 51  | 3.8 | 36.3 | 4.7              | 1.8 * | No   | No  | 3    |      |       | 1    |      | 1     | 5  | 52.7 * | Yes | Yes   |
|                             | %                             | 37.3 | 2.0 | 3.9 | 47.1 | 9.8  |       | 100   |     |      |                  |       |      | 60.0  |      |      | 20.0  |      | 20.0 | 100   |  |        |     |       |
| T4                          | #                             | 37   | 5   | 3   | 49   | 2    | 5     | 101   | 4.0 | 37.8 | 6.1              | No    | No   | 4.1   | 1    | 2    | 3     | 2    |      | 1     | 9  | Yes    | Yes | 32.8% |
|                             | %                             | 36.6 | 5.0 | 3.0 | 48.5 | 2.0  | 5.0   | 100   |     |      |                  |       |      | 11.1  | 22.2 | 33.3 | 22.2  |      | 11.1 | 100   |  |        |     |       |
| T5,E2                       | #                             | 32   | 1   | 1   | 79   | 13   | 2     | 128   | 5.5 | 28.2 | 4.8              | 4.7   | No   | No  | 5    | 3    |       | 11   | 3    |       | 22   | 14.7%  | Yes | Yes   |
|                             | %                             | 25.0 | 0.8 | 0.8 | 61.7 | 10.2 | 1.6   | 100   |     |      |                  |       |      | 22.7  | 13.6 |      | 50.0  | 13.6 |      | 100   |  |        |     |       |
| E3,E5                       | #                             | 13   |     |     | 16   |      |       | 29  | 3.2 | 42.9 | 7.8              | 3.2 * | No   | 7.8   | 2    |      |       | 2    | 1    |       | 5  | 0.0% * | Yes | 0.0%  |
|                             | %                             | 44.8 |     |     | 55.2 |      |       | 100   |     |      |                  |       |      | 40.0  |      |      | 40.0  | 20.0 |      | 100   |  |        |     |       |
| E4,E7,E8                    | #                             | 14   |     |     | 4    | 2    |       | 20  | 4.5 | 33.0 | 5.4              | 4.5 * | 13.0 | No  |      |      |       |      |      |       | 0.0% *   | 60.7%  | Yes |       |
|                             | %                             | 70.0 |     |     | 20.0 | 10.0 |       | 100   |     |      |                  |       |      |   |      |      |       |      |      |       |  |        |     |       |
| E6                          | #                             |      |     |     | 10   | 5    |       | 15  | 1.2 | 63.1 | 6.7              | 1.2 * | No   | No  |      |      |       | 1    |      | 1     | 0.0% *   | Yes    | Yes |       |
|                             | %                             |      |     |     | 66.7 | 33.3 |       | 100   |     |      |                  |       |      |   |      |      | 100.0 |      |      | 100   |  |        |     |       |
|                             | #                             |      |     |     |      |      |       |   |     |      |                  |       |      |   |      |      |       |      |      |       |  |        |     |       |
|                             | %                             |      |     |     |      |      |       |   |     |      |                  |       |      |   |      |      |       |      |      |       |  |        |     |       |
|                             | #                             |      |     |     |      |      |       |   |     |      |                  |       |      |   |      |      |       |      |      |       |  |        |     |       |
|                             | %                             |      |     |     |      |      |       |   |     |      |                  |       |      |   |      |      |       |      |      |       |  |        |     |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **78.3%**

Level of Goal Attainment for 2023: **80.4%**

Level of Goal Attainment for 2024: **80.4%**



## Trident Technical College

Agency Director: Vicky Wood  
EEO Officer: Devetta Williams Hughes

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |    |      | 5   |      |      |      |      |      |       | 6  |     |       |        |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|----|------|---|------|------|------|------|------|-------|--|-----|-------|--------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |    |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted 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,E1                    | #                             | 12   | 3    |      | 8    | 7    | 2     | 32  | 9.1  | 29.8 | 11.6             | No | 4.8  | No  | 2    |      |      |      | 1    | 1     | 4  | Yes | 83.8% | Yes    |
|                             | %                             | 37.5 | 9.4  |      | 25.0 | 21.9 | 6.3   | 100   |      |      |                  |    |      |   | 50.0 |      |      |      | 25.0 | 25.0  | 100  |     |       |        |
| T3,T4                       | #                             | 86   | 15   | 6    | 106  | 23   | 15    | 251   | 3.4  | 36.5 | 8.0              | No | No   | No  | 14   | 3    | 3    | 19   | 3    | 7     | 49   | Yes | Yes   | Yes    |
|                             | %                             | 34.3 | 6.0  | 2.4  | 42.2 | 9.2  | 6.0   | 100   |      |      |                  |    |      |   | 28.6 | 6.1  | 6.1  | 38.8 | 6.1  | 14.3  | 100  |     |       |        |
| T5,E2                       | #                             | 43   | 22   | 6    | 73   | 51   | 13    | 208   | 8.1  | 34.5 | 12.8             | No | No   | No  | 12   | 7    |      | 17   | 17   | 6     | 59   | Yes | Yes   | Yes    |
|                             | %                             | 20.7 | 10.6 | 2.9  | 35.1 | 24.5 | 6.3   | 100   |      |      |                  |    |      |   | 20.3 | 11.9 |      | 28.8 | 28.8 | 10.2  | 100  |     |       |        |
| E3,E5,E6                    | #                             | 14   | 5    | 2    | 31   | 23   | 4     | 79  | 3.5  | 43.8 | 18.2             | No | 4.6  | No  | 3    | 2    |      | 2    | 6    | 2     | 15   | Yes | 89.5% | Yes    |
|                             | %                             | 17.7 | 6.3  | 2.5  | 39.2 | 29.1 | 5.1   | 100   |      |      |                  |    |      |   | 20.0 | 13.3 |      | 13.3 | 40.0 | 13.3  | 100  |     |       |        |
| E4                          | #                             | 5    | 2    | 1    |      |      | 1     | 9   | 19.5 | 11.4 | 3.5              | No | 11.4 | 3.5 *   | 3    | 1    | 1    |      |      | 1     | 6  | Yes | 0.0%  | 0.0% * |
|                             | %                             | 55.6 | 22.2 | 11.1 |      |      | 11.1  | 100   |      |      |                  |    |      |   | 50.0 | 16.7 | 16.7 |      |      | 16.7  | 100  |     |       |        |
| E7,E8                       | #                             | 11   | 15   | 3    | 6    | 7    | 2     | 44  | 12.0 | 10.3 | 9.1              | No | No   | No  |      | 2    | 1    | 2    | 1    |       | 6  | Yes | Yes   | Yes    |
|                             | %                             | 25.0 | 34.1 | 6.8  | 13.6 | 15.9 | 4.5   | 100   |      |      |                  |    |      |   |      | 33.3 | 16.7 | 33.3 | 16.7 |       | 100  |     |       |        |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |    |      |   |      |      |      |      |      |       |  |     |       |        |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |    |      |   |      |      |      |      |      |       |  |     |       |        |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |    |      |   |      |      |      |      |      |       |  |     |       |        |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |    |      |   |      |      |      |      |      |       |  |     |       |        |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |    |      |   |      |      |      |      |      |       |  |     |       |        |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |    |      |   |      |      |      |      |      |       |  |     |       |        |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **98.8%**  
Level of Goal Attainment for 2023: **99.6%**  
Level of Goal Attainment for 2024: **92.5%**

## Williamsburg Technical College

Agency Director: Dr. Patricia A. Lee

EEO Officer: Sydney Roberts

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |     |      | 5   |      |       |      |       |      |       | 6  |      |       |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|-----|------|---|------|-------|------|-------|------|-------|--|------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |       |      |       |      |       | % of Goals Met Based on<br>Adjusted 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,E1                       | #                             | 2    | 2    |     | 3    | 2    |       | 9   | 19.3 | 30.5 | 22.1             | No  | No   | No  | 2    | 1     |      |       |      |       | 3  | Yes  | Yes   | Yes   |
|                             | %                             | 22.2 | 22.2 |     | 33.3 | 22.2 |       | 100   |      |      |                  |     |      |   | 66.7 | 33.3  |      |       |      |       | 100  |      |       |       |
| T3,T4                       | #                             | 5    | 4    | 1   | 7    | 6    | 1     | 24  | 13.9 | 31.5 | 13.7             | No  | 2.3  | No  | 1    |       | 1    |       |      |       | 2  | Yes  | 92.8% | Yes   |
|                             | %                             | 20.8 | 16.7 | 4.2 | 29.2 | 25.0 | 4.2   | 100   |      |      |                  |     |      |   | 50.0 |       | 50.0 |       |      |       | 100  |      |       |       |
| E2                          | #                             |      |      |     | 12   | 3    |       | 15  | 9.6  | 23.7 | 24.7             | 9.6 | No   | 4.7   |      |       |      | 2     |      |       | 2  | 0.0% | Yes   | 81.0% |
|                             | %                             |      |      |     | 80.0 | 20.0 |       | 100   |      |      |                  |     |      |   |      |       |      | 100.0 |      |       | 100  |      |       |       |
| E3,E5,E6                    | #                             |      | 3    |     | 2    | 7    |       | 12  | 8.7  | 41.2 | 27.7             | No  | 24.5 | No  |      |       |      | 1     | 1    |       | 2  | Yes  | 40.5% | Yes   |
|                             | %                             |      | 25.0 |     | 16.7 | 58.3 |       | 100   |      |      |                  |     |      |   |      |       |      | 50.0  | 50.0 |       | 100  |      |       |       |
| E7,E8                       | #                             | 1    | 5    |     |      |      |       | 6   | 22.7 | 0.0  | 0.8              | No  | No   | 0.8   |      | 1     |      |       |      |       | 1  | Yes  | Yes   | 0.0%  |
|                             | %                             | 16.7 | 83.3 |     |      |      |       | 100   |      |      |                  |     |      |   |      | 100.0 |      |       |      |       | 100  |      |       |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |      |   |      |       |      |       |      |       |  |      |       |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |      |   |      |       |      |       |      |       |  |      |       |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |      |   |      |       |      |       |      |       |  |      |       |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |      |   |      |       |      |       |      |       |  |      |       |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |      |   |      |       |      |       |      |       |  |      |       |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |      |   |      |       |      |       |      |       |  |      |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **77.6%**

Level of Goal Attainment for 2023: **86.8%**

Level of Goal Attainment for 2024: **86.7%**

## York Technical College

Agency Director: Dr. Stacey Moore

EEO Officer: Koa Morgan

| 1                           | 2                             |      |      |     |      |      |       | 3   |     |      | 4                |       |       | 5   |      |      |       |      |      |       | 6  |        |         |     |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|-----|------|------------------|-------|-------|---|------|------|-------|------|------|-------|--|--------|---------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |       |      |      |       | % of Goals Met Based on<br>Adjusted Availability |        |         |     |
|                             | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF  | BF   | BM               | WF    | BF    | WM  | BM   | OM   | WF    | BF   | OF   | TOTAL | BM   | WF     | BF      |     |
| T1                          | #                             | 1    | 1    |     | 3    | 1    |       | 6   | 2.6 | 19.0 | 1.7              | No    | No    | No  |      |      |       | 1    |      |       | 1  | Yes    | Yes     | Yes |
|                             | %                             | 16.7 | 16.7 |     | 50.0 | 16.7 |       | 100   |     |      |                  |       |       |   |      |      | 100.0 |      |      | 100   |  |        |         |     |
| T2,E1                       | #                             | 5    |      |     | 4    | 5    |       | 14  | 3.0 | 26.4 | 6.3              | 3.0 * | No    | No  |      |      |       | 1    |      |       | 1  | 0.0% * | Yes     | Yes |
|                             | %                             | 35.7 |      |     | 28.6 | 35.7 |       | 100   |     |      |                  |       |       |   |      |      | 100.0 |      |      | 100   |  |        |         |     |
| T3,T4                       | #                             | 45   | 3    | 6   | 50   | 18   | 3     | 125   | 2.3 | 34.0 | 8.0              | No    | No    | No  | 8    |      | 1     | 6    | 1    |       | 16   | Yes    | Yes     | Yes |
|                             | %                             | 36.0 | 2.4  | 4.8 | 40.0 | 14.4 | 2.4   | 100   |     |      |                  |       |       |   | 50.0 |      | 6.3   | 37.5 | 6.3  |       | 100  |        |         |     |
| T5,E2                       | #                             | 8    | 3    | 1   | 43   | 23   | 1     | 79  | 3.6 | 35.5 | 9.9              | No    | No    | No  | 1    |      |       | 17   | 7    |       | 25   | Yes    | Yes     | Yes |
|                             | %                             | 10.1 | 3.8  | 1.3 | 54.4 | 29.1 | 1.3   | 100   |     |      |                  |       |       |   | 4.0  |      |       | 68.0 | 28.0 |       | 100  |        |         |     |
| E3,E5                       | #                             | 7    | 2    | 2   | 7    | 4    |       | 22  | 3.7 | 32.9 | 6.5              | No    | 1.1 * | No  | 1    | 1    | 1     | 3    |      |       | 6  | Yes    | 96.8% * | Yes |
|                             | %                             | 31.8 | 9.1  | 9.1 | 31.8 | 18.2 |       | 100   |     |      |                  |       |       |   | 16.7 | 16.7 | 16.7  | 50.0 |      |       | 100  |        |         |     |
| E4,E7,E8                    | #                             | 17   | 9    |     | 2    | 8    |       | 36  | 9.4 | 9.2  | 4.4              | No    | 3.6   | No  | 4    | 1    |       |      | 2    |       | 7  | Yes    | 61.2%   | Yes |
|                             | %                             | 47.2 | 25.0 |     | 5.6  | 22.2 |       | 100   |     |      |                  |       |       |   | 57.1 | 14.3 |       |      | 28.6 |       | 100  |        |         |     |
| E6                          | #                             | 1    |      |     | 12   | 9    |       | 22  | 2.3 | 46.6 | 8.8              | 2.3 * | No    | No  |      |      |       | 1    | 1    |       | 2  | 0.0% * | Yes     | Yes |
|                             | %                             | 4.5  |      |     | 54.5 | 40.9 |       | 100   |     |      |                  |       |       |   |      |      |       | 50.0 | 50.0 |       | 100  |        |         |     |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |       |       |   |      |      |       |      |      |       |  |        |         |     |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |       |       |   |      |      |       |      |      |       |  |        |         |     |
|                             | #                             |      |      |     |      |      |       |   |     |      |                  |       |       |   |      |      |       |      |      |       |  |        |         |     |
|                             | %                             |      |      |     |      |      |       |   |     |      |                  |       |       |   |      |      |       |      |      |       |  |        |         |     |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **99.4%**

Level of Goal Attainment for 2023: **97.4%**

Level of Goal Attainment for 2024: **97.8%**

## SC Department of Transportation

Agency Director: Justin P. Powell

EEO Officer: Cynthia J. Whittenburg

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |     |     | 5   |      |      |      |      |      |       | 6  |       |       |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|-----|-----|---|------|------|------|------|------|-------|--|-------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |       |       |       |
|                             | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF    |       |
| E1                          | #                             | 24   | 4    |     | 8    | 2    | 1     | 39  | 8.4  | 16.9 | 4.6              | No  | No  | No  | 8    | 2    |      | 4    |      | 1     | 15   | Yes   | Yes   | Yes   |
|                             | %                             | 61.5 | 10.3 |     | 20.5 | 5.1  | 2.6   | 100   |      |      |                  |     |     |   | 53.3 | 13.3 |      | 26.7 |      | 6.7   | 100  |       |       |       |
| E2                          | #                             | 128  | 34   | 6   | 131  | 91   | 11    | 401   | 8.7  | 19.3 | 9.3              | 0.2 | No  | No  | 16   | 11   | 2    | 22   | 17   | 3     | 71   | 98.2% | Yes   | Yes   |
|                             | %                             | 31.9 | 8.5  | 1.5 | 32.7 | 22.7 | 2.7   | 100   |      |      |                  |     |     |   | 22.5 | 15.5 | 2.8  | 31.0 | 23.9 | 4.2   | 100  |       |       |       |
| E2A                         | #                             | 516  | 74   | 48  | 91   | 28   | 12    | 769   | 8.4  | 12.2 | 4.3              | No  | 0.4 | 0.7   | 75   | 15   | 18   | 10   | 2    | 5     | 125  | Yes   | 96.8% | 83.3% |
|                             | %                             | 67.1 | 9.6  | 6.2 | 11.8 | 3.6  | 1.6   | 100   |      |      |                  |     |     |   | 60.0 | 12.0 | 14.4 | 8.0  | 1.6  | 4.0   | 100  |       |       |       |
| E3,E5                       | #                             | 73   | 10   | 7   | 107  | 31   | 4     | 232   | 8.1  | 33.9 | 16.6             | 3.8 | No  | 3.2   | 18   | 2    | 1    | 4    | 6    | 1     | 32   | 53.4% | Yes   | 80.7% |
|                             | %                             | 31.5 | 4.3  | 3.0 | 46.1 | 13.4 | 1.7   | 100   |      |      |                  |     |     |   | 56.3 | 6.3  | 3.1  | 12.5 | 18.8 | 3.1   | 100  |       |       |       |
| E3A                         | #                             | 173  | 39   | 10  | 32   | 10   | 2     | 266   | 12.7 | 13.0 | 4.4              | No  | 1.0 | 0.6   | 41   | 14   | 6    | 7    | 4    | 2     | 74   | Yes   | 92.4% | 85.7% |
|                             | %                             | 65.0 | 14.7 | 3.8 | 12.0 | 3.8  | 0.8   | 100   |      |      |                  |     |     |   | 55.4 | 18.9 | 8.1  | 9.5  | 5.4  | 2.7   | 100  |       |       |       |
| E6                          | #                             |      | 2    |     | 23   | 14   | 1     | 40  | 3.9  | 47.8 | 25.8             | No  | No  | No  |      | 1    |      | 2    | 1    |       | 4  | Yes   | Yes   | Yes   |
|                             | %                             |      | 5.0  |     | 57.5 | 35.0 | 2.5   | 100   |      |      |                  |     |     |   |      | 25.0 |      | 50.0 | 25.0 |       | 100  |       |       |       |
| E7                          | #                             | 1163 | 608  | 50  | 41   | 75   | 4     | 1941  | 30.1 | 1.6  | 4.1              | No  | No  | 0.2   | 415  | 208  | 31   | 15   | 38   | 9     | 716  | Yes   | Yes   | 95.7% |
|                             | %                             | 59.9 | 31.3 | 2.6 | 2.1  | 3.9  | 0.2   | 100   |      |      |                  |     |     |   | 58.0 | 29.1 | 4.3  | 2.1  | 5.3  | 1.3   | 100  |       |       |       |
| E8                          | #                             | 9    | 8    |     | 32   | 14   | 3     | 66  | 18.4 | 19.7 | 21.6             | 6.3 | No  | 0.4   | 1    | 3    |      | 2    |      | 1     | 7  | 65.6% | Yes   | 97.9% |
|                             | %                             | 13.6 | 12.1 |     | 48.5 | 21.2 | 4.5   | 100   |      |      |                  |     |     |   | 14.3 | 42.9 |      | 28.6 |      | 14.3  | 100  |       |       |       |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |     |     |   |      |      |      |      |      |       |  |       |       |       |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |     |     |   |      |      |      |      |      |       |  |       |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **92.5%**

Level of Goal Attainment for 2023: **85.7%**

Level of Goal Attainment for 2024: **93.7%**

## SC Office of the State Treasurer

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |       |       | 5   |     |     |       |     |     |       | 6  |         |         |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|-------|-------|---|-----|-----|-------|-----|-----|-------|--|---------|---------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |       |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |     |     |       |     |     |       | % of Goals Met Based on<br>Adjusted Availability |         |         |
|                             | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF    | BF    | WM  | BM  | OM  | WF    | BF  | OF  | TOTAL | BM   | WF      | BF      |
| E1                          | #                             | 4    |      |     | 7    |      | 11    | 4.0   | 29.9 | 6.4  | 4.0 *            | No    | 6.4 * |   |     |     |       |     |     |       | 0.0% *   | Yes     | 0.0% *  |
|                             | %                             | 36.4 |      |     | 63.6 |      | 100   |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
| E2                          | #                             | 21   | 2    | 2   | 20   | 8    | 1     | 3.7   | 37.4 | 14.4 | No               | 0.4 * | No    | 6   | 1   | 1   | 4     | 1   | 1   | 14    | Yes  | 98.8% * | Yes     |
|                             | %                             | 38.9 | 3.7  | 3.7 | 37.0 | 14.8 | 1.9   | 100   |      |      |                  |       |       | 42.9  | 7.1 | 7.1 | 28.6  | 7.1 | 7.1 | 100   |  |         |         |
| E6                          | #                             | 1    | 1    |     | 3    | 1    | 6     | 3.8   | 46.4 | 18.4 | No               | No    | 1.7 * |   |     |     | 1     |     |     | 1     | Yes  | Yes     | 90.9% * |
|                             | %                             | 16.7 | 16.7 |     | 50.0 | 16.7 | 100   |   |      |      |                  |       |       |   |     |     | 100.0 |     |     | 100   |  |         |         |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | #                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |
|                             | %                             |      |      |     |      |      |       |   |      |      |                  |       |       |   |     |     |       |     |     |       |  |         |         |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **94.7%**

Level of Goal Attainment for 2023: **92.9%**

Level of Goal Attainment for 2024: **98.5%**

# University of South Carolina (Page 1 of 3)

President: Michael Amiridis

EEO Officer: Molly Peirano

| 1                           | 2                             |      |     |      |      |     |       | 3   |     |      | 4                |     |     | 5   |      |     |       |       |     |       | 6  |       |       |       |
|-----------------------------|-------------------------------|------|-----|------|------|-----|-------|---|-----|------|------------------|-----|-----|---|------|-----|-------|-------|-----|-------|--|-------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |     |      |      |     |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |     |       |       |     |       | % of Goals Met Based on<br>Adjusted Availability |       |       |       |
|                             | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF  | BF   | BM               | WF  | BF  | WM  | BM   | OM  | WF    | BF    | OF  | TOTAL | BM   | WF    | BF    |       |
| C122                        | #                             | 44   | 9   | 2    | 30   | 4   | 2     | 91  | 4.8 | 28.6 | 6.5              | No  | No  | 2.1   | 4    |     | 1     | 1     |     |       | 6  | Yes   | Yes   | 67.5% |
|                             | %                             | 48.4 | 9.9 | 2.2  | 33.0 | 4.4 | 2.2   | 100   |     |      |                  |     |     |   | 66.7 |     | 16.70 | 16.70 |     |       | 100  |       |       |       |
| C223                        | #                             | 61   | 3   | 12   | 53   | 13  | 5     | 147   | 5.4 | 39.4 | 13.6             | 3.4 | 3.3 | 4.8   | 7    |     |       | 8     | 1   |       | 16   | 37.0% | 91.5% | 64.6% |
|                             | %                             | 41.5 | 2.0 | 8.2  | 36.1 | 8.8 | 3.4   | 100   |     |      |                  |     |     |   | 43.8 |     |       | 50.0  | 6.3 |       | 100  |       |       |       |
| C328                        | #                             | 274  | 10  | 87   | 158  | 17  | 27    | 573   | 3.6 | 31.9 | 5.2              | 1.9 | 4.3 | 2.2   | 16   | 1   | 5     | 16    | 1   | 1     | 40   | 47.7% | 86.5% | 57.5% |
|                             | %                             | 47.8 | 1.7 | 15.2 | 27.6 | 3.0 | 4.7   | 100   |     |      |                  |     |     |   | 40.0 | 2.5 | 12.5  | 40.0  | 2.5 | 2.5   | 100  |       |       |       |
| C428                        | #                             | 199  | 19  | 53   | 181  | 24  | 52    | 528   | 3.0 | 32.2 | 5.5              | No  | No  | 1.0   | 17   | 2   | 7     | 16    | 1   | 3     | 46   | Yes   | Yes   | 82.0% |
|                             | %                             | 37.7 | 3.6 | 10.0 | 34.3 | 4.5 | 9.8   | 100   |     |      |                  |     |     |   | 37.0 | 4.3 | 15.2  | 34.8  | 2.2 | 6.5   | 100  |       |       |       |
| C528                        | #                             | 117  | 6   | 63   | 129  | 20  | 54    | 389   | 3.7 | 32.6 | 5.4              | 2.2 | No  | 0.3   | 22   | 1   | 8     | 17    | 5   | 10    | 63   | 41.1% | Yes   | 93.8% |
|                             | %                             | 30.1 | 1.5 | 16.2 | 33.2 | 5.1 | 13.9  | 100   |     |      |                  |     |     |   | 34.9 | 1.6 | 12.7  | 27.0  | 7.9 | 15.9  | 100  |       |       |       |
| C629                        | #                             | 172  | 18  | 15   | 210  | 21  | 28    | 464   | 3.5 | 32.7 | 5.4              | No  | No  | 0.9   | 30   | 3   | 4     | 38    | 4   | 4     | 83   | Yes   | Yes   | 83.3% |
|                             | %                             | 37.1 | 3.9 | 3.2  | 45.3 | 4.5 | 6.0   | 100   |     |      |                  |     |     |   | 36.1 | 3.6 | 4.8   | 45.8  | 4.8 | 4.8   | 100  |       |       |       |
| C729                        | #                             | 15   | 1   | 1    | 16   |     | 3     | 36  | 3.8 | 33.9 | 5.4              | 1.0 | No  | 5.4   | 2    |     |       | 2     |     |       | 4  | 73.2% | Yes   | 0.0%  |
|                             | %                             | 41.7 | 2.8 | 2.8  | 44.4 |     | 8.3   | 100   |     |      |                  |     |     |   | 50.0 |     |       | 50.0  |     |       | 100  |       |       |       |
| C826                        | #                             | 24   | 1   | 3    | 41   | 1   | 5     | 75  | 3.0 | 54.2 | 8.5              | 1.7 | No  | 7.2   | 3    |     |       | 3     |     |       | 6  | 44.0% | Yes   | 15.3% |
|                             | %                             | 32.0 | 1.3 | 4.0  | 54.7 | 1.3 | 6.7   | 100   |     |      |                  |     |     |   | 50.0 |     |       | 50.0  |     |       | 100  |       |       |       |
| C829                        | #                             | 122  | 19  | 19   | 171  | 32  | 26    | 389   | 3.5 | 34.1 | 4.4              | No  | No  | No  | 12   | 7   | 11    | 28    | 6   | 7     | 71   | Yes   | Yes   | Yes   |
|                             | %                             | 31.4 | 4.9 | 4.9  | 44.0 | 8.2 | 6.7   | 100   |     |      |                  |     |     |   | 16.9 | 9.9 | 15.5  | 39.4  | 8.5 | 9.9   | 100  |       |       |       |

## Legend:

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

## Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

## Goal Attainment:

Level of Goal Attainment for 2022: **84.3%**

Level of Goal Attainment for 2023: **80.4%**

Level of Goal Attainment for 2024: **79.1%**

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

President: Michael Amiridis

EEO Officer: Molly Peirano

| 1                           | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |      |      | 5   |      |      |     |      |      |       | 6  |       |       |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|------|------|---|------|------|-----|------|------|-------|--|-------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |     |      |      |       | % of Goals Met Based on<br>Adjusted Availability |       |       |       |
|                             | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF   | WM  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF    | BF    |       |
| C927                        | #                             | 159  | 38   | 12  | 55   | 23   | 7     | 294   | 5.3  | 33.8 | 8.5              | No   | 15.1 | 0.7   | 41   | 6    | 5   | 13   | 1    | 3     | 69   | Yes   | 55.3% | 92.1% |
|                             | %                             | 54.1 | 12.9 | 4.1 | 18.7 | 7.8  | 2.4   | 100   |      |      |                  |      |      |   | 59.4 | 8.7  | 7.2 | 18.8 | 1.4  | 4.3   | 100  |       |       |       |
| C930                        | #                             | 46   | 4    | 4   | 48   | 12   |       | 114   | 5.2  | 27.3 | 7.3              | 1.7  | No   | No  | 4    | 1    | 1   | 4    | 2    |       | 12   | 67.9% | Yes   | Yes   |
|                             | %                             | 40.4 | 3.5  | 3.5 | 42.1 | 10.5 |       | 100   |      |      |                  |      |      |   | 33.3 | 8.3  | 8.3 | 33.3 | 16.7 |       | 100  |       |       |       |
| E202                        | #                             | 137  | 25   | 7   | 196  | 80   | 14    | 459   | 7.0  | 30.0 | 13.7             | 1.6  | No   | No  | 15   | 5    | 1   | 50   | 11   | 2     | 84   | 77.2% | Yes   | Yes   |
|                             | %                             | 29.8 | 5.4  | 1.5 | 42.7 | 17.4 | 3.1   | 100   |      |      |                  |      |      |   | 17.9 | 6.0  | 1.2 | 59.5 | 13.1 | 2.4   | 100  |       |       |       |
| E203                        | #                             | 261  | 40   | 15  | 301  | 128  | 28    | 773   | 6.9  | 32.7 | 13.8             | 1.7  | No   | No  | 30   | 7    | 9   | 54   | 27   | 11    | 138  | 75.5% | Yes   | Yes   |
|                             | %                             | 33.8 | 5.2  | 1.9 | 38.9 | 16.6 | 3.6   | 100   |      |      |                  |      |      |   | 21.7 | 5.1  | 6.5 | 39.1 | 19.6 | 8.0   | 100  |       |       |       |
| E204                        | #                             | 17   | 9    | 2   | 13   | 20   | 2     | 63  | 6.4  | 36.0 | 17.6             | No   | 15.4 | No  | 2    | 1    |     | 3    | 5    |       | 11   | Yes   | 57.2% | Yes   |
|                             | %                             | 27.0 | 14.3 | 3.2 | 20.6 | 31.7 | 3.2   | 100   |      |      |                  |      |      |   | 18.2 | 9.1  |     | 27.3 | 45.5 |       | 100  |       |       |       |
| E205                        | #                             | 95   | 21   | 5   | 184  | 76   | 22    | 403   | 10.2 | 27.0 | 12.3             | 5.0  | No   | No  | 15   | 5    |     | 37   | 19   | 5     | 81   | 51.1% | Yes   | Yes   |
|                             | %                             | 23.6 | 5.2  | 1.2 | 45.7 | 18.9 | 5.5   | 100   |      |      |                  |      |      |   | 18.5 | 6.2  |     | 45.7 | 23.5 | 6.2   | 100  |       |       |       |
| E206                        | #                             | 118  | 43   | 17  | 327  | 128  | 58    | 691   | 6.9  | 34.0 | 29.9             | 0.7  | No   | 11.4  | 15   | 9    | 2   | 62   | 35   | 8     | 131  | 89.7% | Yes   | 61.9% |
|                             | %                             | 17.1 | 6.2  | 2.5 | 47.3 | 18.5 | 8.4   | 100   |      |      |                  |      |      |   | 11.5 | 6.9  | 1.5 | 47.3 | 26.7 | 6.1   | 100  |       |       |       |
| E307                        | #                             | 49   | 7    | 6   | 28   | 14   | 4     | 108   | 17.0 | 15.1 | 11.4             | 10.5 | No   | No  | 5    | 2    |     | 2    | 1    |       | 10   | 38.2% | Yes   | Yes   |
|                             | %                             | 45.4 | 6.5  | 5.6 | 25.9 | 13.0 | 3.7   | 100   |      |      |                  |      |      |   | 50.0 | 20.0 |     | 20.0 | 10.0 |       | 100  |       |       |       |
| E308                        | #                             | 49   | 7    | 6   | 28   | 14   | 4     | 108   | 9.6  | 18.2 | 17.2             | 3.1  | No   | 4.2   | 5    | 2    | 1   | 4    | 1    |       | 13   | 67.6% | Yes   | 75.8% |
|                             | %                             | 45.4 | 6.5  | 5.6 | 25.9 | 13.0 | 3.7   | 100   |      |      |                  |      |      |   | 38.5 | 15.4 | 7.7 | 30.8 | 7.7  |       | 100  |       |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **84.3%**

Level of Goal Attainment for 2023: **80.4%**

Level of Goal Attainment for 2024: **79.1%**

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

President: Michael Amiridis

EEO Officer: Molly Peirano

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |      |     | 5   |      |      |      |      |      |       | 6  |       |       |       |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------|-----|---|------|------|------|------|------|-------|--|-------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |      |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |       |       |       |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF    |       |
| E309                        | #                             | 50   | 15   | 15   | 10   | 7    | 2     | 99  | 13.8 | 15.2 | 12.6             | No   | 5.1 | 5.5   | 9    | 3    | 1    | 2    |      |       | 15   | Yes   | 66.3% | 56.4% |
|                             | %                             | 50.5 | 15.2 | 15.2 | 10.1 | 7.1  | 2.0   | 100   |      |      |                  |      |     |   | 60.0 | 20.0 | 6.7  | 13.3 |      |       | 100  |       |       |       |
| E410                        | #                             | 46   | 10   | 12   | 11   | 2    | 2     | 83  | 25.4 | 4.1  | 9.6              | 13.4 | No  | 7.2   | 8    | 1    | 1    | 3    |      | 2     | 15   | 47.3% | Yes   | 25.0% |
|                             | %                             | 55.4 | 12.0 | 14.5 | 13.3 | 2.4  | 2.4   | 100   |      |      |                  |      |     |   | 53.3 | 6.7  | 6.7  | 20.0 |      | 13.3  | 100  |       |       |       |
| E511                        | #                             | 5    | 3    |      | 66   | 10   | 5     | 89  | 4.9  | 48.1 | 13.7             | 1.5  | No  | 2.5   | 2    |      |      | 17   | 3    | 1     | 23   | 69.5% | Yes   | 82.0% |
|                             | %                             | 5.6  | 3.4  |      | 74.2 | 11.2 | 5.6   | 100   |      |      |                  |      |     |   | 8.7  |      |      | 73.9 | 13.0 | 4.3   | 100  |       |       |       |
| E717                        | #                             | 54   | 9    | 6    | 2    |      | 1     | 72  | 24.3 | 2.0  | 4.3              | 11.8 | No  | 4.3   | 10   | 1    | 2    |      |      |       | 13   | 51.5% | Yes   | 0.0%  |
|                             | %                             | 75.0 | 12.5 | 8.3  | 2.8  |      | 1.4   | 100   |      |      |                  |      |     |   | 76.9 | 7.7  | 15.4 |      |      |       | 100  |       |       |       |
| E819                        | #                             | 75   | 54   | 6    | 16   | 58   | 6     | 215   | 18.8 | 11.0 | 19.6             | No   | 3.6 | No  | 14   | 6    | 1    | 4    | 6    |       | 31   | Yes   | 67.2% | Yes   |
|                             | %                             | 34.9 | 25.1 | 2.8  | 7.4  | 27.0 | 2.8   | 100   |      |      |                  |      |     |   | 45.2 | 19.4 | 3.2  | 12.9 | 19.4 |       | 100  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |   |      |      |      |      |      |       |  |       |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **84.3%**

Level of Goal Attainment for 2023: **80.4%**

Level of Goal Attainment for 2024: **79.1%**



## SC Department of Veterans' Affairs

Agency Director: Secretary Todd McCaffrey

EEO Officer: Christa Wiebelt

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |    |       | 5   |      |      |      |      |      |       |     | 6  |        |        |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|----|-------|---|------|------|------|------|------|-------|-----|--|--------|--------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |    |       | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       |     | % of Goals Met Based on<br>Adjusted Availability |        |        |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF | BF    | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF     |        |
| E1,E2                       | #                             | 11   | 9    | 2    | 11   | 10   |       | 43  | 12.4 | 20.7 | 17.5             | No | No    | No  | 2    | 4    | 1    | 4    | 3    | 1     | 15  | Yes  | Yes    | Yes    |
|                             | %                             | 25.6 | 20.9 | 4.7  | 25.6 | 23.3 |       | 100   |      |      |                  |    |       |   | 13.3 | 26.7 | 6.7  | 26.7 | 20.0 | 6.7   | 100 |  |        |        |
| E5                          | #                             | 1    | 3    |      | 1    | 3    |       | 8   | 7.0  | 51.9 | 20.7             | No | 39.4  | No  | 1    | 1    |      | 1    | 2    |       | 5   | Yes  | 24.1%  | Yes    |
|                             | %                             | 12.5 | 37.5 |      | 12.5 | 37.5 |       | 100   |      |      |                  |    |       |   | 20.0 | 20.0 |      | 20.0 | 40.0 |       | 100 |  |        |        |
| E8                          | #                             | 5    | 1    | 2    |      |      |       | 8   | 7.0  | 5.7  | 0.5              | No | 5.7 * | 0.5 *   | 5    | 1    | 2    |      |      |       | 8   | Yes  | 0.0% * | 0.0% * |
|                             | %                             | 62.5 | 12.5 | 25.0 |      |      |       | 100   |      |      |                  |    |       |   | 62.5 | 12.5 | 25.0 |      |      |       | 100 |  |        |        |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |    |       |   |      |      |      |      |      |       |     |  |        |        |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **84.2%**

Level of Goal Attainment for 2023: **87.4%**

Level of Goal Attainment for 2024: **89.2%**

## SC Vocational Rehabilitation Department

Agency Director: Felicia W. Johnson

EEO Officer: Kimberly W. Jones

| 1                           | 2                             |      |      |     |      |      |       | 3   |                   |      | 4                |                   |                  | 5   |      |    |       |      |     |       | 6  |                    |                    |      |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|-------------------|------|------------------|-------------------|------------------|---|------|----|-------|------|-----|-------|--|--------------------|--------------------|------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |                   |      | Underutilization |                   |                  | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |    |       |      |     |       | % of Goals Met Based on<br>Adjusted Availability |                    |                    |      |
|                             | 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    |     | 6    | 4    |       | 13  | 8.2               | 31.7 | 28.0             | 0.5 <sup>*</sup>  | No               | No  |      |    |       | 1    |     |       | 1  | 93.8% <sup>*</sup> | Yes                | Yes  |
|                             | %                             | 15.4 | 7.7  |     | 46.2 | 30.8 |       | 100   |                   |      |                  |                   |                  |   |      |    | 100.0 |      |     | 100   |  |                    |                    |      |
| E2                          | #                             | 112  | 70   | 8   | 207  | 221  | 9     | 627   | 6.8               | 37.2 | 27.1             | No                | 4.2              | No  | 13   | 15 |       | 32   | 24  | 5     | 89   | Yes                | 88.6%              | Yes  |
|                             | %                             | 17.9 | 11.2 | 1.3 | 33.0 | 35.2 | 1.4   | 100   |                   |      |                  |                   |                  | 14.6  | 16.9 |    | 36.0  | 27.0 | 5.6 | 100   |  |                    |                    |      |
| E3                          | #                             | 15   | 4    |     | 9    | 9    |       | 37  | 6.5               | 24.0 | 12.4             | No                | No               | No  | 4    | 3  |       | 1    |     |       | 8  | Yes                | Yes                | Yes  |
|                             | %                             | 40.5 | 10.8 |     | 24.3 | 24.3 |       |   |                   |      |                  |                   |                  |   |      |    | 50.0  | 37.5 |     | 12.5  |  |                    |                    |      |
| E5                          | #                             | 12   | 12   | 1   | 61   | 55   | 1     | 142   | 6.1               | 43.3 | 20.6             | No                | 0.3 <sup>*</sup> | No  | 3    | 5  | 1     | 5    | 11  |       | 25   | Yes                | 99.4% <sup>*</sup> | Yes  |
|                             | %                             | 8.5  | 8.5  | 0.7 | 43.0 | 38.7 | 0.7   | 100   |                   |      |                  |                   |                  |   |      |    |       |      |     | 12.0  | 20.0   |                    |                    |      |
| E6                          | #                             | 3    | 3    |     | 36   | 30   | 1     | 73  | 4.6               | 44.5 | 26.7             | 0.5 <sup>*</sup>  | No               | No  | 1    |    |       | 4    | 10  |       | 15   | 89.1% <sup>*</sup> | Yes                | Yes  |
|                             | %                             | 4.1  | 4.1  |     | 49.3 | 41.1 | 1.4   | 100   |                   |      |                  |                   |                  |   |      |    |       |      |     | 6.7   |  |                    |                    |      |
| E7                          | #                             | 4    |      |     | 1    |      |       | 5   | 14.5 <sup>*</sup> | 19.8 | 20.1             | 14.5 <sup>*</sup> | No               | 20.1  | 1    |    | 1     | 1    | 1   |       | 4  | 0.0% <sup>*</sup>  | Yes                | 0.0% |
|                             | %                             | 80.0 |      |     | 20.0 |      |       | 100   |                   |      |                  |                   |                  |   |      |    |       |      |     | 25.0  |  |                    |                    |      |
| E8                          | #                             | 13   | 4    | 2   | 2    | 5    |       | 26  | 13.3              | 15.6 | 16.5             | No                | 7.9              | No  |      |    |       |      |     |       |  | Yes                | 49.5%              | Yes  |
|                             | %                             | 50.0 | 15.4 | 7.7 | 7.7  | 19.2 |       | 100   |                   |      |                  |                   |                  |   |      |    |       |      |     |       |  |                    |                    |      |
|                             | #                             |      |      |     |      |      |       |   |                   |      |                  |                   |                  |   |      |    |       |      |     |       |  |                    |                    |      |
|                             | %                             |      |      |     |      |      |       |   |                   |      |                  |                   |                  |   |      |    |       |      |     |       |  |                    |                    |      |
|                             | #                             |      |      |     |      |      |       |   |                   |      |                  |                   |                  |   |      |    |       |      |     |       |  |                    |                    |      |
|                             | %                             |      |      |     |      |      |       |   |                   |      |                  |                   |                  |   |      |    |       |      |     |       |  |                    |                    |      |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **96.8%**

Level of Goal Attainment for 2023: **93.9%**

Level of Goal Attainment for 2024: **91.0%**

## Wil Lou Gray Opportunity School

Agency Director: Pat Smith  
EEO Officer: Theresa Trowell

| 1                           | 2                             |      |      |    |      |      |       | 3   |      |      | 4                |     |      | 5   |      |      |    |      |    |       |     | 6  |       |     |
|-----------------------------|-------------------------------|------|------|----|------|------|-------|---|------|------|------------------|-----|------|---|------|------|----|------|----|-------|-----|--|-------|-----|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |    |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |      | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |    |      |    |       |     | % of Goals Met Based on<br>Adjusted Availability |       |     |
|                             | WM                            | BM   | OM   | WF | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF   | WM  | BM   | OM   | WF | BF   | OF | TOTAL | BM  | WF   | BF    |     |
| E1,E2                       | #                             | 15   | 19   |    | 9    | 14   |       | 57  | 5.5  | 42.1 | 9.6              | No  | 26.3 | No  | 1    | 2    |    | 1    |    |       | 4   | Yes  | 37.5% | Yes |
|                             | %                             | 26.3 | 33.3 |    | 15.8 | 24.6 |       | 100   |      |      |                  |     |      |   | 25.0 | 50.0 |    | 25.0 |    |       | 100 |  |       |     |
| E3,E5                       | #                             | 1    | 1    |    | 1    | 2    | 1     | 6   | 4.9  | 41.2 | 12.6             | No  | 24.5 | No  |      |      |    |      |    |       |     | Yes  | 40.5% | Yes |
|                             | %                             | 16.7 | 16.7 |    | 16.7 | 33.3 | 16.7  | 100   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
| E7,E8                       | #                             | 5    | 2    |    |      | 7    |       | 14  | 17.1 | 9.8  | 11.3             | 2.8 | 9.8  | No  | 1    | 1    |    |      |    |       | 2   | 83.7%  |       | Yes |
|                             | %                             | 35.7 | 14.3 |    |      | 50.0 |       | 100   |      |      |                  |     |      |   | 50.0 | 50.0 |    |      |    |       | 100 |  | 0.0%  |     |
|                             | #                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | %                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | #                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | %                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | #                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | %                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | #                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | %                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | #                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |
|                             | %                             |      |      |    |      |      |       |   |      |      |                  |     |      |   |      |      |    |      |    |       |     |  |       |     |

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

Notes:

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment: Level of Goal Attainment for 2022: **84.3%**  
Level of Goal Attainment for 2023: **75.5%**  
Level of Goal Attainment for 2024: **73.5%**

## Winthrop University (Page 1 of 2)

Agency Director: Dr. Edward Serna

EEO Officer: Lisa Cowart

| 1                           | 2                             |      |      |     |      |      |       | 3   |     |      | 4                |       |     | 5   |      |      |      |      |      |       | 6  |         |       |       |
|-----------------------------|-------------------------------|------|------|-----|------|------|-------|---|-----|------|------------------|-------|-----|---|------|------|------|------|------|-------|--|---------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |     |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |     |      | Underutilization |       |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |      |      |       | % of Goals Met Based on<br>Adjusted Availability |         |       |       |
|                             | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF  | BF   | BM               | WF    | BF  | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF      | BF    |       |
| C1,C2                       | #                             | 17   | 3    | 1   | 17   | 4    |       | 42  | 3.5 | 34.0 | 4.9              | No    | No  | No  | 3    | 1    |      | 4    |      |       | 8  | Yes     | Yes   | Yes   |
|                             | %                             | 40.5 | 7.1  | 2.4 | 40.5 | 9.5  |       | 100   |     |      |                  |       |     |   | 37.5 | 12.5 |      | 50.0 |      |       | 100  |         |       |       |
| C3                          | #                             | 33   | 2    | 3   | 24   | 2    | 4     | 68  | 2.6 | 40.4 | 5.2              | No    | 5.1 | 2.3   | 4    |      | 2    | 1    |      |       | 7  | Yes     | 87.3% | 55.6% |
|                             | %                             | 48.5 | 2.9  | 4.4 | 35.3 | 2.9  | 5.9   | 100   |     |      |                  |       |     |   | 57.1 |      | 28.6 | 14.3 |      |       | 100  |         |       |       |
| C4                          | #                             | 26   | 3    | 3   | 31   | 3    | 2     | 68  | 4.7 | 36.2 | 6.3              | 0.3 * | No  | 1.9   | 7    | 1    | 1    | 3    | 1    |       | 13   | 92.8% * | Yes   | 69.4% |
|                             | %                             | 38.2 | 4.4  | 4.4 | 45.6 | 4.4  | 2.9   | 100   |     |      |                  |       |     |   | 53.8 | 7.7  | 7.7  | 23.1 | 7.7  |       | 100  |         |       |       |
| C5                          | #                             | 18   | 4    |     | 23   | 4    | 8     | 57  | 2.0 | 36.6 | 4.8              | No    | No  | No  | 7    | 2    | 1    | 3    | 1    | 1     | 15   | Yes     | Yes   | Yes   |
|                             | %                             | 31.6 | 7.0  |     | 40.4 | 7.0  | 14.0  | 100   |     |      |                  |       |     |   | 46.7 | 13.3 | 6.7  | 20.0 | 6.7  | 6.7   | 100  |         |       |       |
| C6                          | #                             | 5    |      | 3   | 21   | 6    | 3     | 38  | 2.5 | 31.9 | 3.4              | 2.5 * | No  | No  |      |      | 1    | 4    | 2    |       | 7  | 0.0% *  | Yes   | Yes   |
|                             | %                             | 13.2 |      | 7.9 | 55.3 | 15.8 | 7.9   | 100   |     |      |                  |       |     |   |      |      | 14.3 | 57.1 | 28.6 |       | 100  |         |       |       |
| C8,C9                       | #                             | 24   | 5    | 1   | 26   | 11   | 5     | 72  | 4.1 | 33.6 | 5.4              | No    | No  | No  | 6    | 1    |      | 4    | 2    | 2     | 15   | Yes     | Yes   | Yes   |
|                             | %                             | 33.3 | 6.9  | 1.4 | 36.1 | 15.3 | 6.9   | 100   |     |      |                  |       |     |   | 40.0 | 6.7  |      | 26.7 | 13.3 | 13.3  | 100  |         |       |       |
| E1                          | #                             | 5    | 3    |     | 13   | 4    |       | 25  | 5.2 | 31.7 | 9.1              | No    | No  | No  |      | 2    |      | 4    | 1    |       | 7  | Yes     | Yes   | Yes   |
|                             | %                             | 20.0 | 12.0 |     | 52.0 | 16.0 |       | 100   |     |      |                  |       |     |   |      | 28.6 |      | 57.1 | 14.3 |       | 100  |         |       |       |
| E2                          | #                             | 24   | 5    | 2   | 91   | 24   | 8     | 154   | 4.1 | 43.2 | 14.6             | 0.9   | No  | No  | 4    | 1    |      | 17   | 10   |       | 32   | 78.4%   | Yes   | Yes   |
|                             | %                             | 15.6 | 3.2  | 1.3 | 59.1 | 15.6 | 5.2   | 100   |     |      |                  |       |     |   | 12.5 | 3.1  |      | 53.1 | 31.3 |       | 100  |         |       |       |
| E3                          | #                             | 19   | 2    |     | 7    | 1    |       | 29  | 6.8 | 23.5 | 7.4              | No    | No  | 4.0   | 2    |      |      | 1    |      |       | 3  | Yes     | Yes   | 45.9% |
|                             | %                             | 65.5 | 6.9  |     | 24.1 | 3.4  |       | 100   |     |      |                  |       |     |   | 66.7 |      |      | 33.3 |      |       | 100  |         |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **94.2%**

Level of Goal Attainment for 2023: **91.6%**

Level of Goal Attainment for 2024: **91.1%**

## Winthrop University (Page 2 of 2)

Agency Director: Dr. Edward Serna

EEO Officer: Lisa Cowart

| 1                           | 2                             |      |      |      |      |      |       | 3   |      |      | 4                |     |     | 5   |      |      |      |       |     |       | 6  |       |       |       |
|-----------------------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|-----|-----|---|------|------|------|-------|-----|-------|--|-------|-------|-------|
| Job Group<br>(EEO Category) | Actual Workforce on 9/30/2024 |      |      |      |      |      |       | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |     |     | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |      |      |       |     |       | % of Goals Met Based on<br>Adjusted Availability |       |       |       |
|                             | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF  | WM  | BM   | OM   | WF   | BF    | OF  | TOTAL | BM   | WF    | BF    |       |
| E4                          | #                             | 5    | 3    | 4    | 1    |      | 1     | 14  | 15.4 | 3.3  | 2.8              | No  | No  | 2.8   | 6    | 2    | 3    |       |     |       | 11   | Yes   | Yes   | 0.0%  |
|                             | %                             | 35.7 | 21.4 | 28.6 | 7.1  |      | 7.1   | 100   |      |      |                  |     |     |   | 54.5 | 18.2 | 27.3 |       |     |       | 100  |       |       |       |
| E5                          | #                             | 1    | 1    |      | 14   | 2    | 4     | 22  | 0.9  | 64.5 | 14.8             | No  | 0.9 | 5.7   | 1    |      |      | 6     | 1   | 3     | 11   | Yes   | 98.5% | 61.6% |
|                             | %                             | 4.5  | 4.5  |      | 63.6 | 9.1  | 18.2  | 100   |      |      |                  |     |     |   | 9.1  |      |      | 54.5  | 9.1 | 27.3  | 100  |       |       |       |
| E6                          | #                             |      |      |      | 11   | 4    | 2     | 17  | 0.2  | 71.8 | 10.1             | 0.2 | 7.1 | No  |      |      |      | 3     |     |       | 3  | 0.0%  | 90.1% | Yes   |
|                             | %                             |      |      |      | 64.7 | 23.5 | 11.8  | 100   |      |      |                  |     |     |   |      |      |      | 100.0 |     |       | 100  |       |       |       |
| E7                          | #                             | 19   | 4    |      | 1    |      |       | 24  | 12.6 | 7.6  | 1.6              | No  | 3.4 | 1.6   | 6    | 2    |      |       |     |       | 8  | Yes   | 54.9% | 0.0%  |
|                             | %                             | 79.2 | 16.7 |      | 4.2  |      |       | 100   |      |      |                  |     |     |   | 75.0 | 25.0 |      |       |     |       | 100  |       |       |       |
| E8                          | #                             | 11   | 3    |      | 5    | 16   | 2     | 37  | 17.5 | 16.5 | 13.4             | 9.4 | 3.0 | No  | 1    | 1    |      |       |     |       | 2  | 46.2% | 81.8% | Yes   |
|                             | %                             | 29.7 | 8.1  |      | 13.5 | 43.2 | 5.4   | 100   |      |      |                  |     |     |   | 50.0 | 50.0 |      |       |     |       | 100  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |     |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |     |       |  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |     |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |     |       |  |       |       |       |
|                             | #                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |     |       |  |       |       |       |
|                             | %                             |      |      |      |      |      |       |   |      |      |                  |     |     |   |      |      |      |       |     |       |  |       |       |       |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **94.2%**

Level of Goal Attainment for 2023: **91.6%**

Level of Goal Attainment for 2024: **91.1%**

## South Carolina Workers' Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Kristen S. McRee

| 1                           |   | 2                             |     |    |      |      |     | 3   |      |      | 4                |        |    | 5   |      |    |    |       |      |      | 6  |        |     |     |
|-----------------------------|---|-------------------------------|-----|----|------|------|-----|---|------|------|------------------|--------|----|---|------|----|----|-------|------|------|--|--------|-----|-----|
| Job Group<br>(EEO Category) |   | Actual Workforce on 9/30/2024 |     |    |      |      |     | Adjusted<br>Availability %<br>(Qualified<br>Labor Pool) |      |      | Underutilization |        |    | Hires and Promotions<br>10/1/2023 - 9/30/2024 |      |    |    |       |      |      | % of Goals Met Based on<br>Adjusted Availability |        |     |     |
|                             |   | WM                            | BM  | OM | WF   | BF   | OF  | TOTAL   | BM   | WF   | BF               | BM     | WF | BF  | WM   | BM | OM | WF    | BF   | OF   | TOTAL  | BM     | WF  | BF  |
| E1                          | # | 2                             |     |    | 3    | 3    |     | 8   | 11.0 | 26.1 | 16.4             | 11.0 * | No | No  |      |    |    |       |      |      |  | 0.0% * | Yes | Yes |
|                             | % | 25.0                          |     |    | 37.5 | 37.5 |     | 100   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
| E2                          | # | 4                             | 1   |    | 14   | 11   | 1   | 31  | 8.5  | 23.3 | 25.2             | 5.3    | No | No  | 1    |    |    | 2     | 3    | 1    | 7  | 37.5%  | Yes | Yes |
|                             | % | 12.9                          | 3.2 |    | 45.2 | 35.5 | 3.2 | 100   |      |      |                  |        |    |   | 14.3 |    |    | 28.6  | 42.9 | 14.3 | 100  |        |     |     |
| E5,E6                       | # |                               |     |    | 2    | 1    |     | 3   | 4.5  | 50.5 | 25.4             | 4.5 *  | No | No  |      |    |    | 1     |      |      | 1  | 0.0% * | Yes | Yes |
|                             | % |                               |     |    | 66.7 | 33.3 |     | 100   |      |      |                  |        |    |   |      |    |    | 100.0 |      |      | 100  |        |     |     |
|                             | # |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | % |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | # |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | % |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | # |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | % |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | # |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | % |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | # |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |
|                             | % |                               |     |    |      |      |     |   |      |      |                  |        |    |   |      |    |    |       |      |      |  |        |     |     |

**Legend:**

WM = White Male

BM = Black Male

OM = Other Male

# = Number

WF = White Female

BF = Black Female

OF = Other Female

% = Percentage

**Notes:**

- See Section IV and Section V for more information on the computational algorithms.
- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
- A red asterisk (\*) indicates no goal established because the underutilization is less than one whole person.

**Goal Attainment:**

Level of Goal Attainment for 2022: **89.2%**

Level of Goal Attainment for 2023: **87.0%**

Level of Goal Attainment for 2024: **91.1%**

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