

THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN SOUTH CAROLINA STATE GOVERNMENT

2026

ANNUAL REPORT
TO THE GENERAL ASSEMBLY



SOUTH CAROLINA
HUMAN AFFAIRS COMMISSION

FEBRUARY 1, 2026



South Carolina Human Affairs Commission

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South Carolina Human Affairs Board of Commissioners

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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: Dr. Alisa Warren

Dr. Alisa Warren, Commissioner South Carolina
Human Affairs Commission

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

Date: February 1, 2026

In accordance with S.C. Code Ann. §1-13-110, the South Carolina Human Affairs Commission (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 2026 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 lead the way in creating lawful, merit-based employment practices.

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

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

Copy: Legislative Printing and Information Technology Resources

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SECTION I



Introduction

This report covers the period of October 1, 2024, through September 30, 2025, 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	Employment and Workforce, Department of
Adjutant General's Office	Environmental Services, Department of
Administration, Department of	Ethics Commission, State
Aging, Department on	Financial Institutions, Board of
Agriculture, Department of	First Steps
Aiken Technical College	Fiscal Accountability Authority, State
Archives & History, Department of	Florence-Darlington Technical College
Arts Commission	Forestry Commission
Attorney General's Office	Francis Marion University
Auditor's Office, State	Governor's School for Agriculture at John de la Howe Governor's School for Arts & Humanities
Blind, Commission for the Blind	Governor's School for Science & Math
Central Carolina Technical College	Greenville Technical College
Children's Advocacy, Department of	Health and Human Services, Department of
Citadel, The	Higher Education, Commission on
Clemson University	Horry-Georgetown Technical College
Coastal Carolina University	Housing Finance & Development Authority, State
College of Charleston	Insurance, Department of
Community Advancement and Engagement, Commission for	Intellectual & Developmental Disabilities, Office of
Comptroller General, Office of	Juvenile Justice, Department of
Consumer Affairs, Department of	Labor, Licensing & Regulation, Department of
Corrections, Department of	Lander University
Criminal Justice Academy	Law Enforcement Division
Denmark Technical College	Library, State
Department of Commerce	Medical University Hospital Authority
Education Lottery	Medical University of South Carolina
Education, Department of	Mental Health, Office of
Educational Television Commission	Midlands Technical College
Election, Commission	Motor Vehicles, Department
	Museum Commission

Natural Resources, Department of
Northeastern Technical College
Orangeburg-Calhoun Technical College
Parks, Recreation, & Tourism
Patriots Point Development Authority
Piedmont Technical College
Ports Authority, State
Probation, Parole, & Pardon Services, Department
of Public Employee Benefits Authority
Public Health, Department of
Public Safety, Department of
Public Service Commission
Regulatory Staff, Office of
Resilience, Office of
Retirement System Investment Commission
Revenue & Fiscal Affairs Office
Revenue, Department of
Santee Cooper
School for the Deaf & the Blind
Sea Grant Consortium
Secretary of State's Office

Social Services, Department of
South Carolina State University
Spartanburg Technical Community College
State Board for Technical & Comprehensive Education
State Treasurer, Office of the
Substance Abuse Services, Office of
Technical College of the Lowcountry
Transportation, Department of
Tri-County Technical College
Trident Technical College
University of South Carolina
Veterans' Affairs, Department of
Vocational Rehabilitation Department
Wil Lou Gray Opportunity School
Williamsburg Technical College
Winthrop University
Workers' Compensation Commission
York Technical College

Agencies Exempt from Affirmative Action Plan Requirements

Indigent Defense, Commission on

SECTION II

Report Summary

Report Highlights

Pay Bands Table and Chart



Report Summary

This report includes employment data by race, gender, and level of employment for 98 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 98 agencies participating in the affirmative action plan process, 95 (98 percent) achieved at least a level of 70 percent of their goal attainment, which includes one agency reaching 100 percent. In addition, 48 agencies showed an increase in their goal achievement—8 of these increased their achievement by 5 percent or more, and 1 increased it by more than 10 percent.

State government employees during the period: 77,409 (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 one agency that achieved 100 percent of their goals: SC 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, 2025. At that time, 77,409 people were employed by the state government in FTE positions. Of those, 38.14 percent were males, 61.83 percent were females, and 0.03 percent were others. Approximately 27.29 percent were White Males, 35.36 percent were White Females, 8.21 percent were Black Males, 22.77 percent were Black Females, and 6.37 percent were individuals who did not fit into one of these four categories. Aggregate salary data by EEO Category is based on January 1, 2025, data from SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

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 2023 to September 2024, approximately 74,248 FTEs were employed by the state government. In this current reporting period, October 2024 to September 2025, approximately 77,409 FTEs are employed by the state government, indicating an increase of 3161 in the total workforce.
- This reporting period reflects a significant structural transition within the South Carolina state government. The Department of Mental Health (DMH), the Department of Alcohol and Other Drug Abuse Services (DAODAS), and the Department of Disabilities and Special Needs (DDSN) were consolidated to form one unified agency—the Department of Behavioral Health and Developmental Disabilities (DBHDD). While internal integration is ongoing, the former agencies will continue reporting as Offices under DBHDD for this reporting cycle.
- Additionally, the Commission of Minority Affairs has officially adopted a new agency name, now recognized as South Carolina Community Advancement and Engagement. This cycle also welcomes the first-time reporting participation of First Steps and the Office of Resilience. Moreover, the South Carolina Commission on Indigent Defense received a reporting exemption after three consecutive years of participation and maintaining 100% goal attainment.
- 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 (.34 percent), Black males decreased by (.09 percent), White females increased by (.37 percent), and Black females decreased by (.38 percent). All other FTEs are grouped into the “Other” designation, which increased by (.44 percent).
- State government has (37) agencies achieving over 90 percent of their goals, with one (1) agency achieving 100 percent of their goals: Sea Grant Consortium.
- Eight agencies increased their goal attainment by more than five percent: Ethics Commission, DBHDD Office of Intellectual and Developmental Disabilities, Department of Education, SC Department of Environmental Services, Forestry Commission, Public Employee Benefits Authority, and Department of Veteran Affairs.
- One agency increased their goal attainment by more than ten percent from the previous year: South Carolina Public Service Commission.
- Two (2) agencies did not achieve the benchmark of at least 70 percent of their goals: the Department of Agriculture and Patriots Point Development Authority.

State of South Carolina Pay Bands

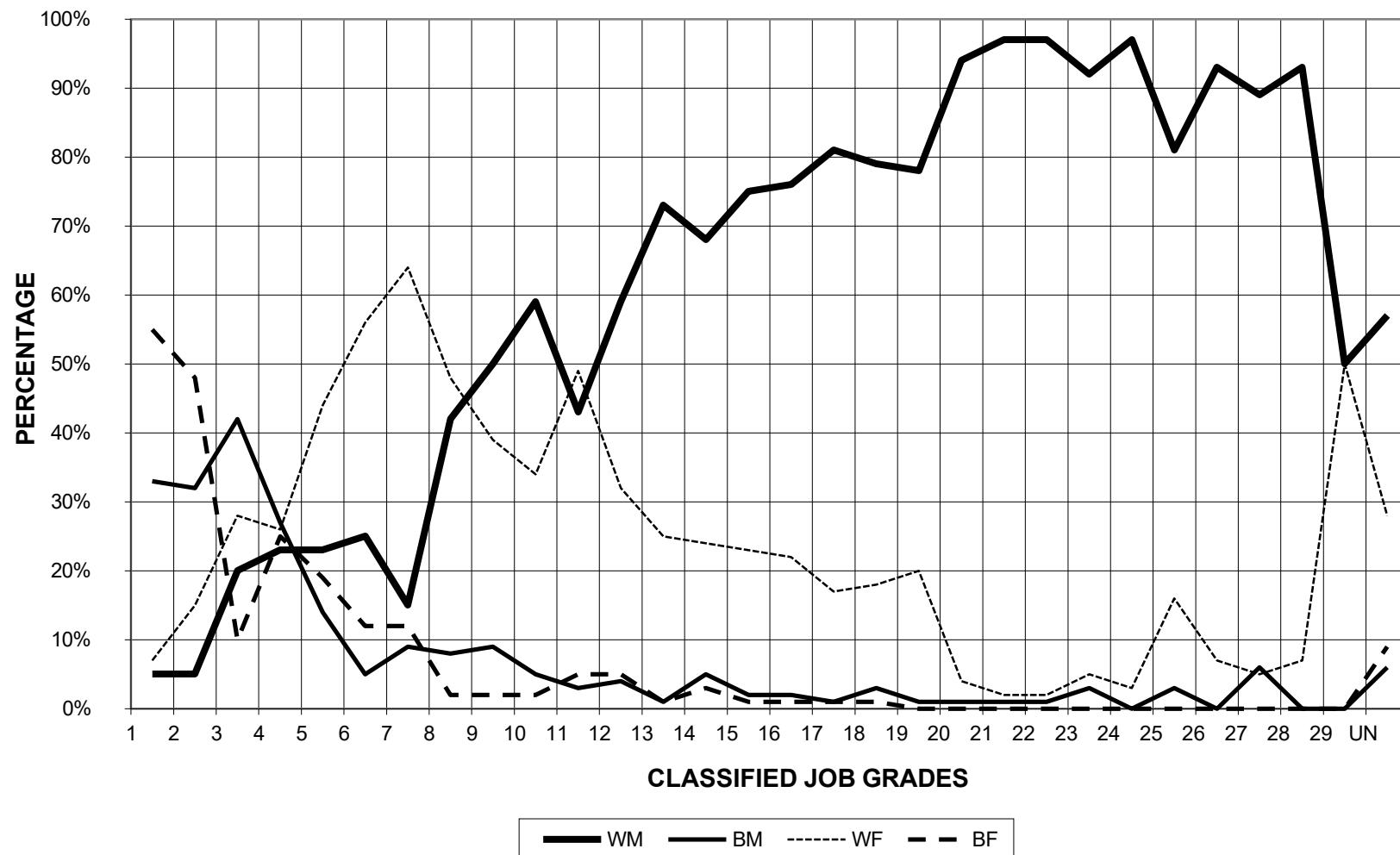
SOURCE: SOUTH CAROLINA DEPARTMENT OF ADMINISTRATION (2025)

<u>Band</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
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



Bar Graphs : Representation
by Gender and Race

Pie Charts : South Carolina
State EEO Categories and
Salaries

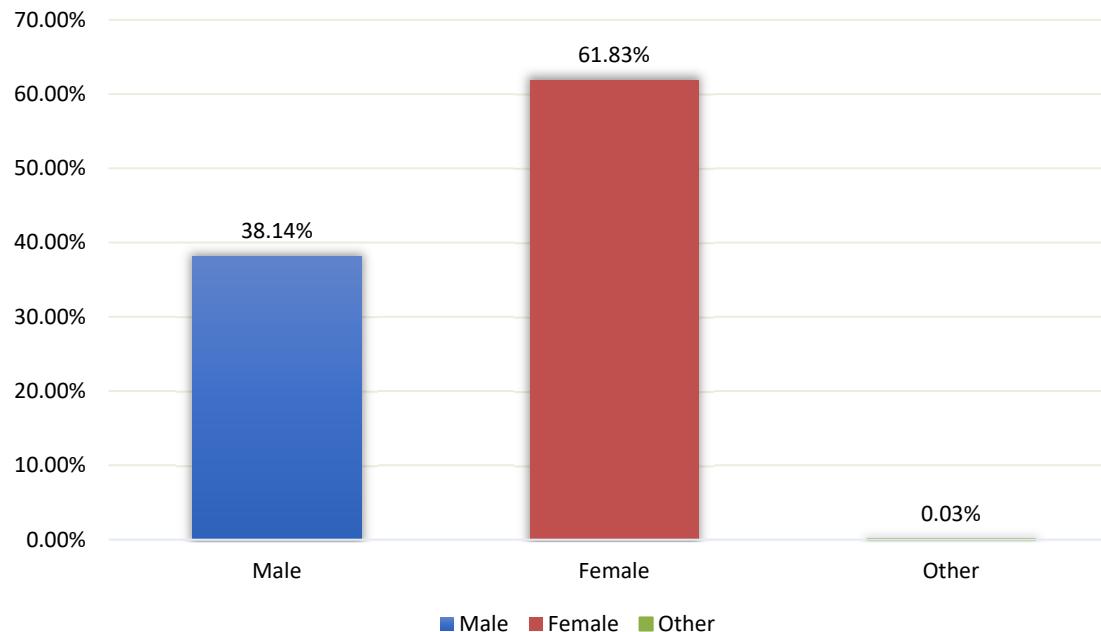
SECTION III



Representation by Gender

State Government Workforce

Percent Composition of State Government Workforce by Gender as of January 1, 2025



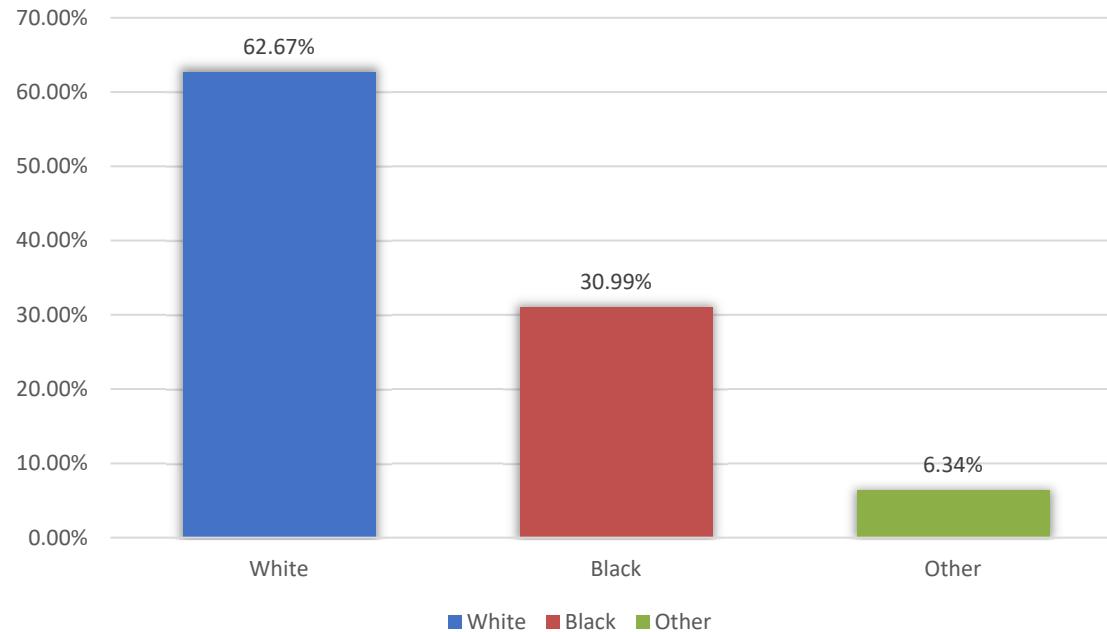
Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Representation by Race

State Government Workforce

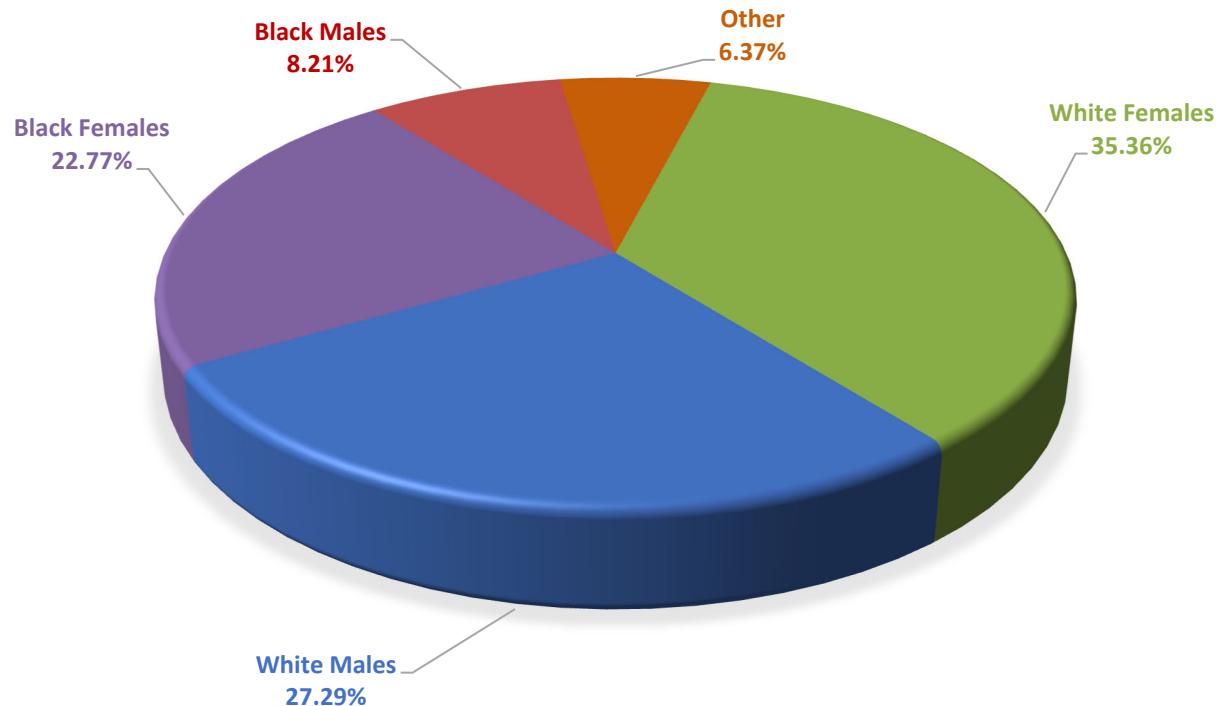
Percent Composition of State Government Workforce by Race as of January 1, 2025



Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of State Government Workforce by Race and Sex January 1, 2025

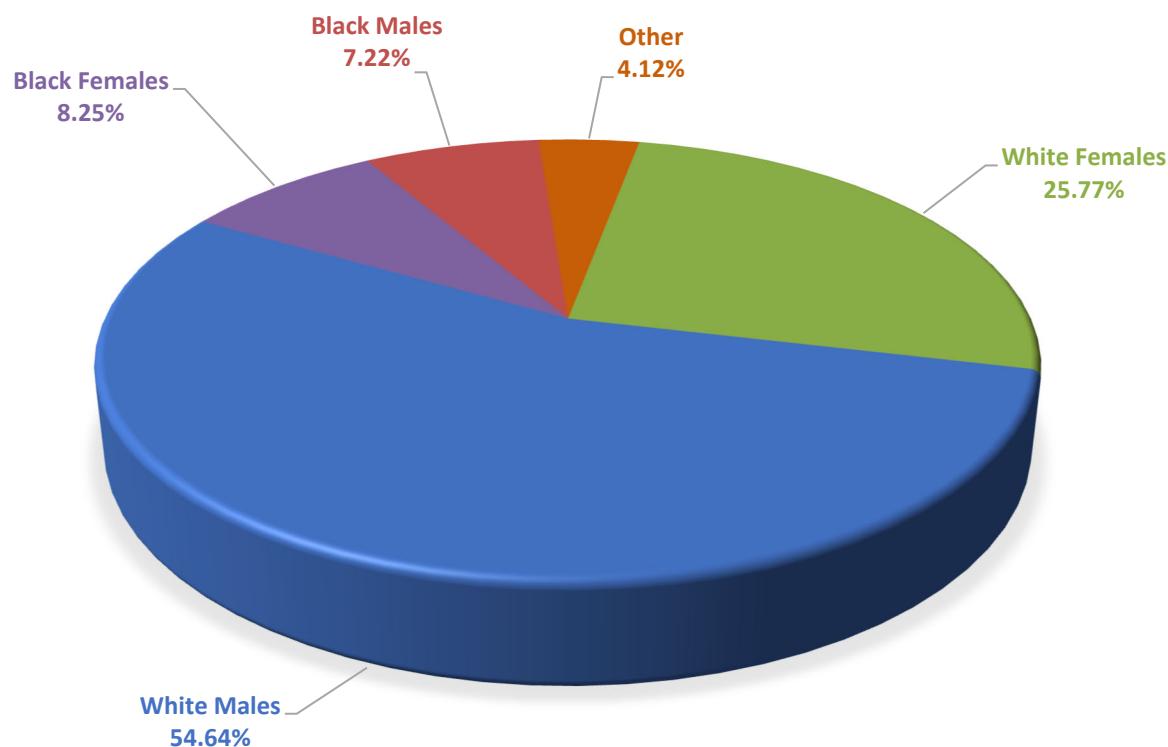


# of Employees	White Males	Black Males	White Females	Black Females	Others	Total
	21,124	6,357	27,374	17,626	4,928	77,409

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of Agency Heads January 1, 2025

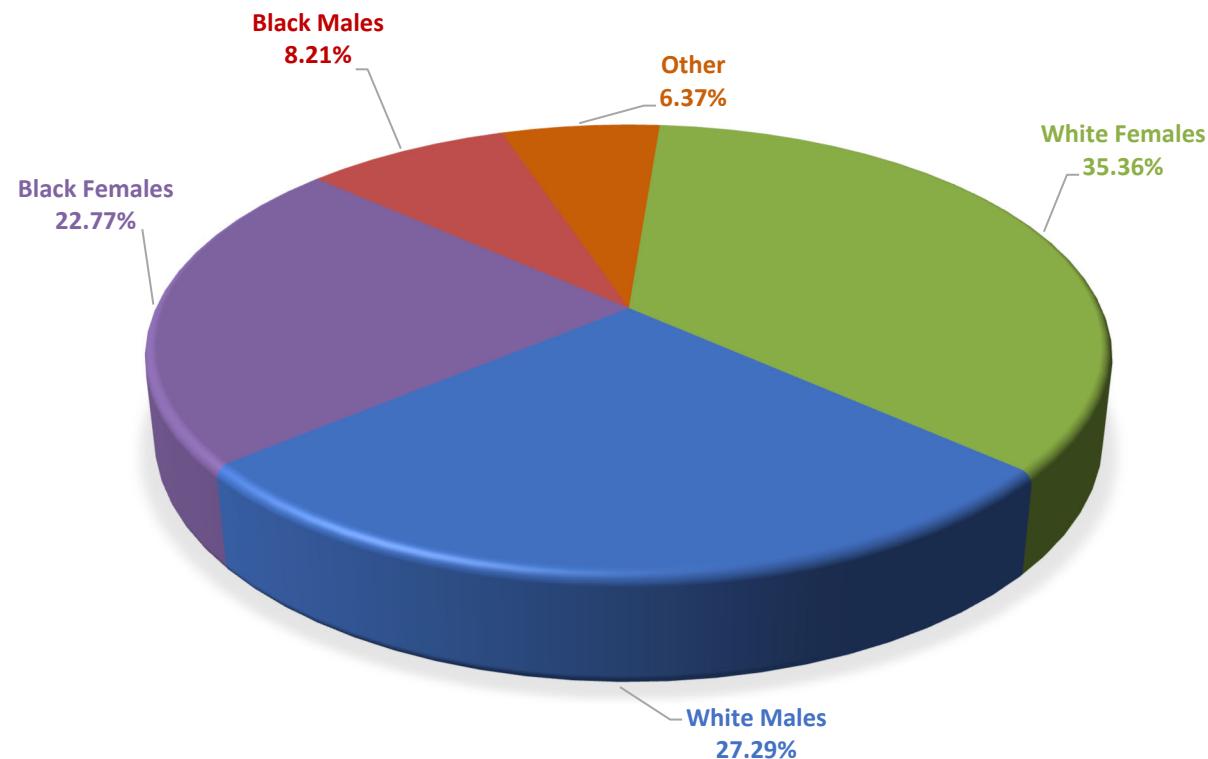


# of Employees	White Males	Black Males	White Females	Black Females	Others	Total
	53	7	25	8	4	97
Average Salary	\$249,804.53	\$192,724.43	\$197,928.56	\$188,635.75	\$270,715.25	\$228,132.70

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of State Government Workforce by Race and Sex with Average Salary January 1, 2025

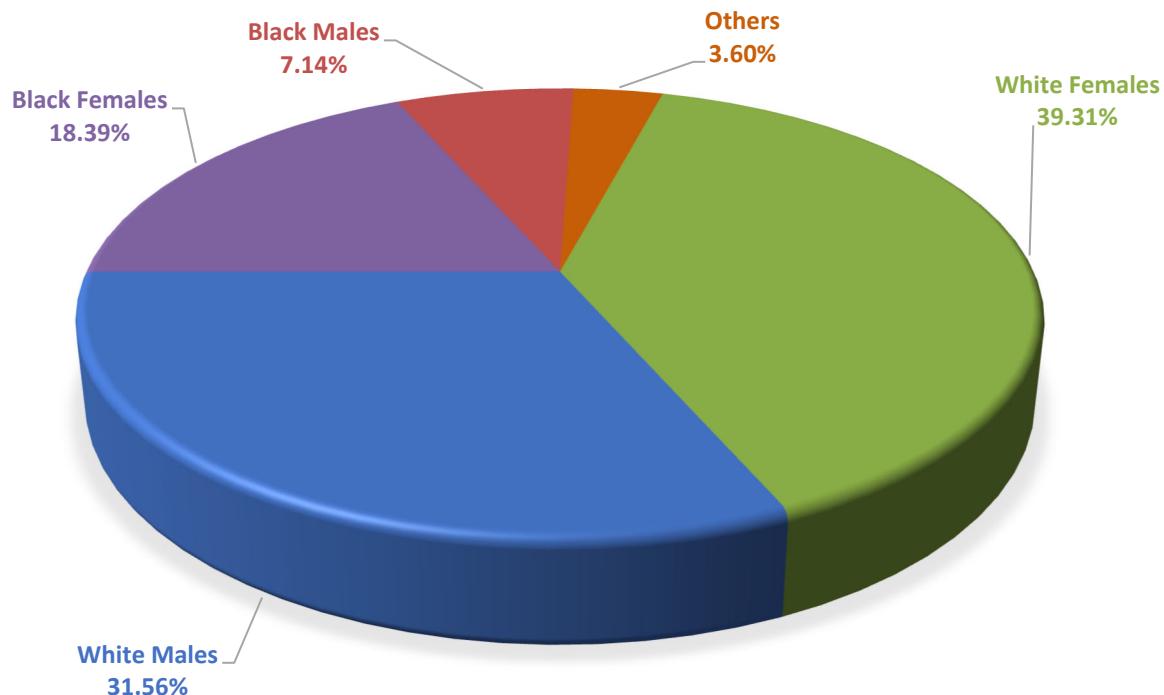


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	21,124	6,357	27,374	17,626	4,928	77,409
Average Salary	\$81,608.59	\$63,022.88	\$71,702.63	\$54,903.62	\$77,942.64	\$70,265.17

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of E1: Executives January 1, 2025

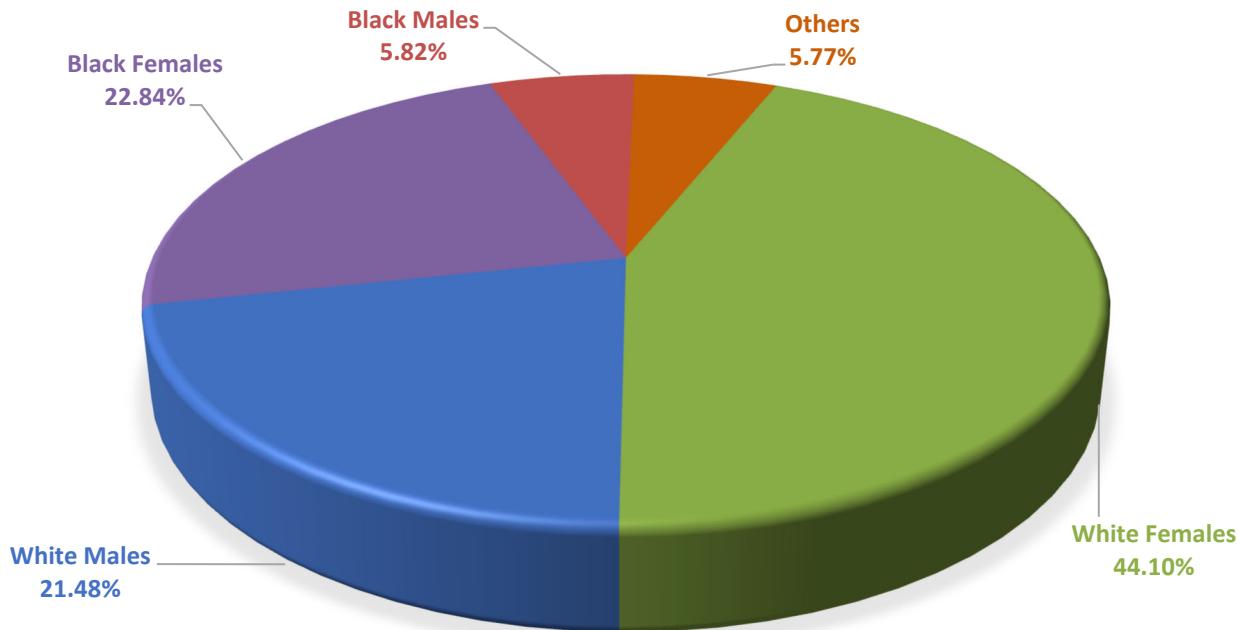


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,131	256	1,409	659	129	3,584
Average Salary	\$127,770.05	\$101,000.59	\$112,650.45	\$93,256.46	\$117,874.23	\$113,211.59

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of E2: Professionals January 1, 2025

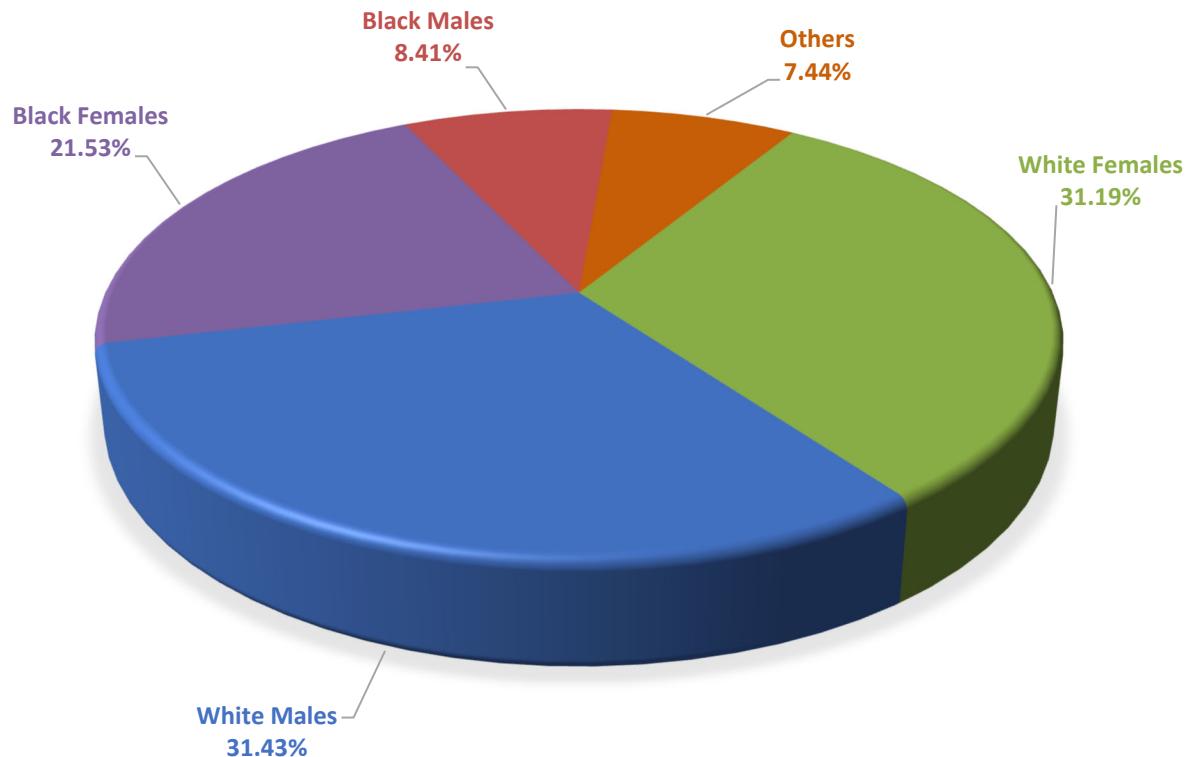


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	7,408	2,006	15,213	7,877	1,990	34,494
Average Salary	\$83,960.27	\$68,331.09	\$73,287.51	\$60,647.52	\$77,516.58	\$72,648.90

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of E3: Technicians January 1, 2025

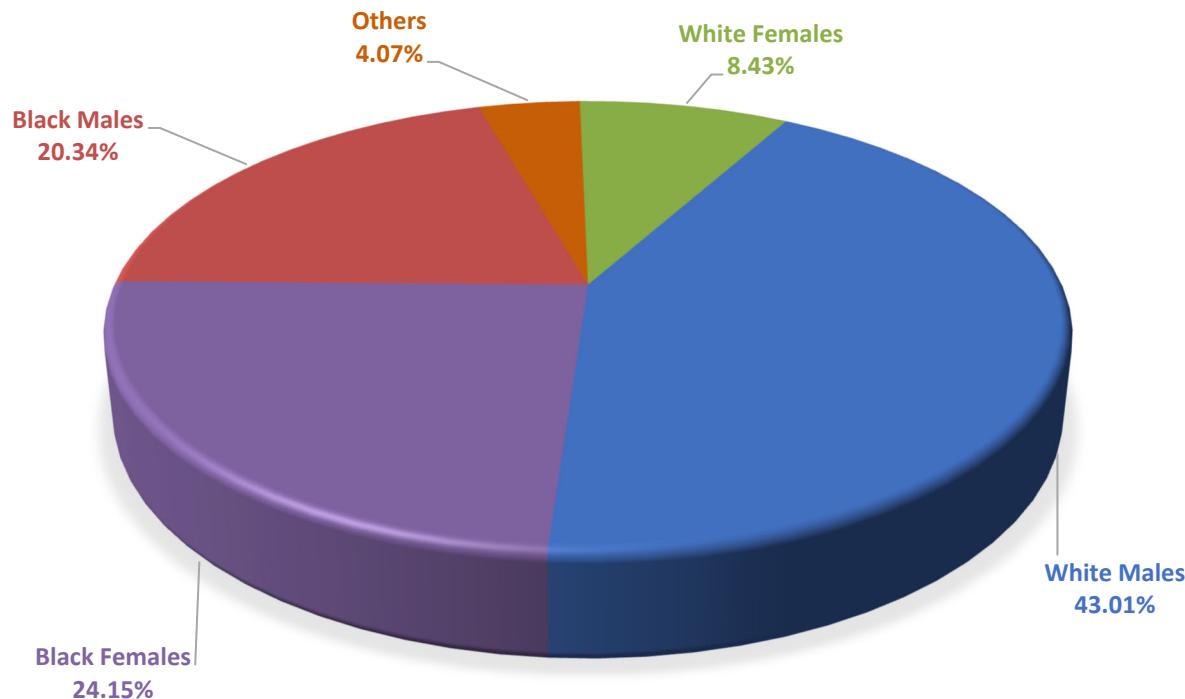


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,499	401	1,488	1,027	355	4,770
Average Salary	\$65,016.85	\$54,930.31	\$53,566.70	\$46,142.38	\$53,660.84	\$55,688.13

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of E4: Protective Services January 1, 2025

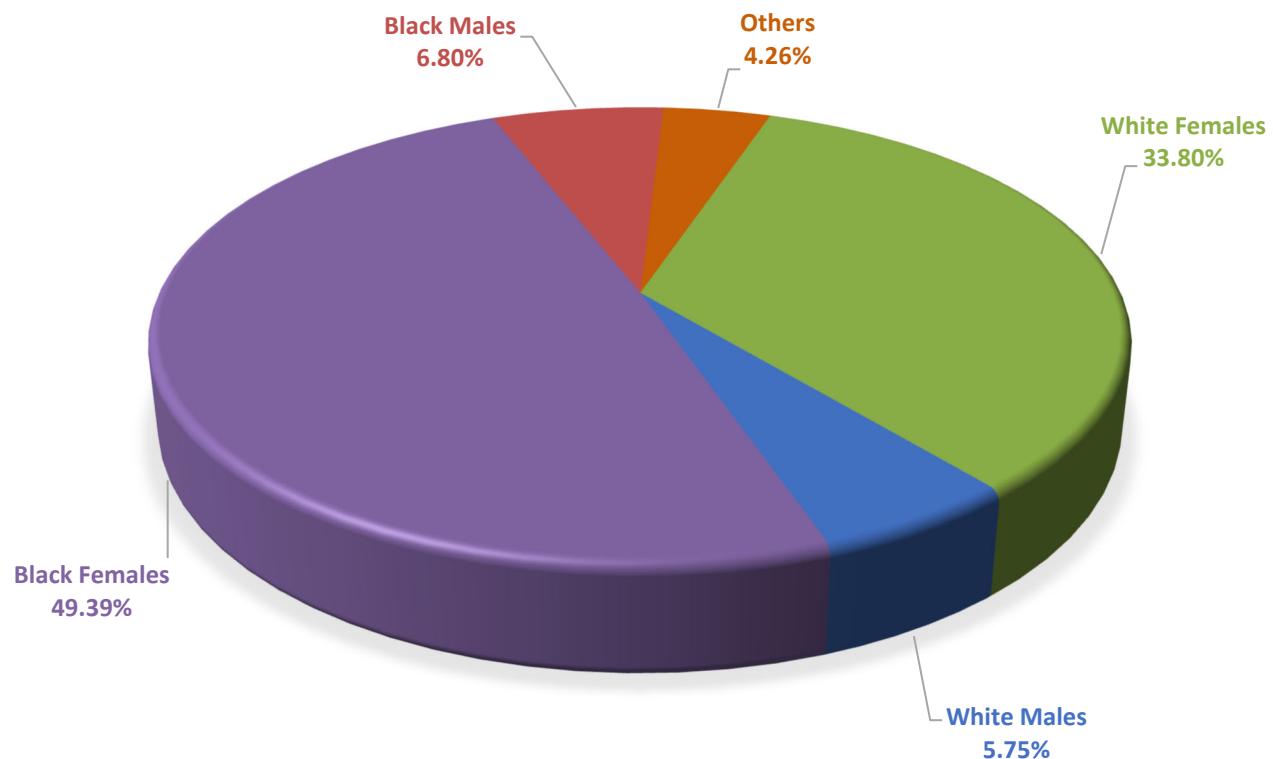


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,945	920	381	1,092	184	4,522
Average Salary	\$59,814.21	\$53,534.08	\$55,559.32	\$50,594.59	\$55,229.28	\$55,765.05

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of State E5: Paraprofessionals January 1, 2025

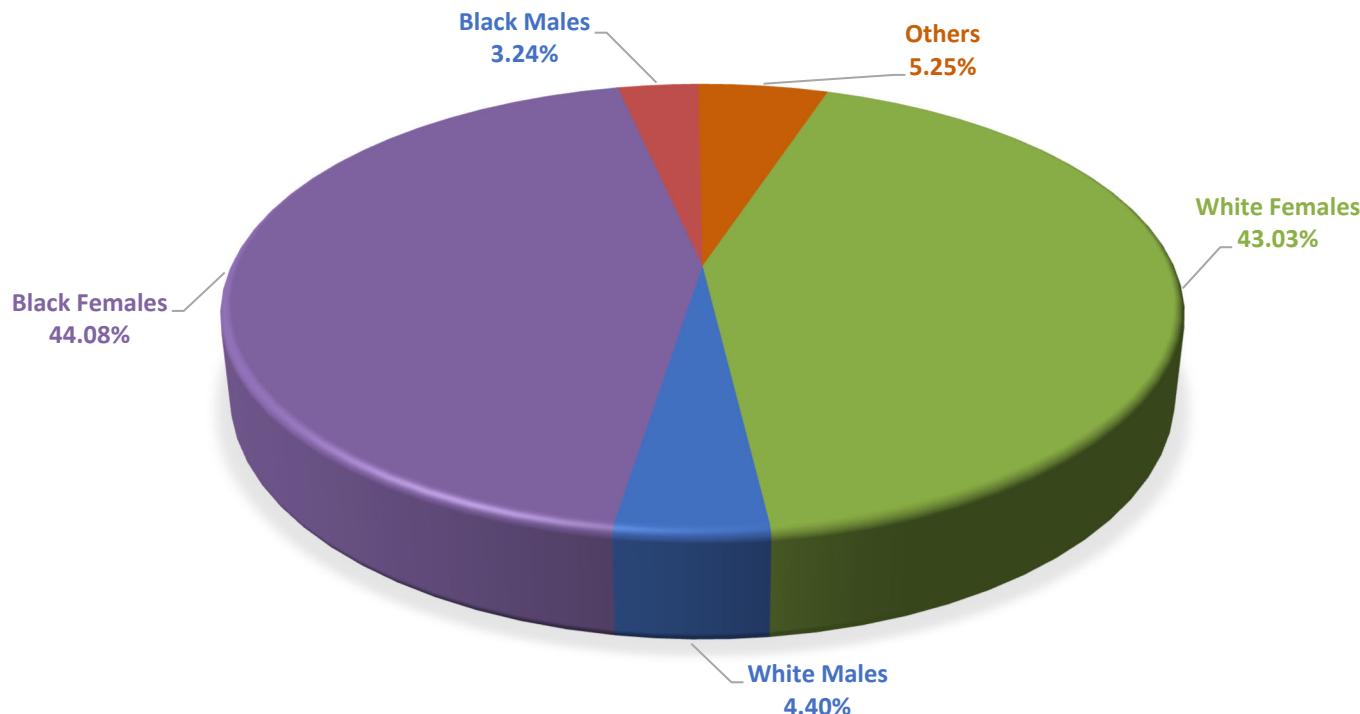


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	463	547	2,721	3,976	343	8,050
Average Salary	\$50,278.43	\$42,965.32	\$48,009.32	\$42,750.86	\$44,933.60	\$45,068.81

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of E6: Secretarial/Clerical January 1, 2025

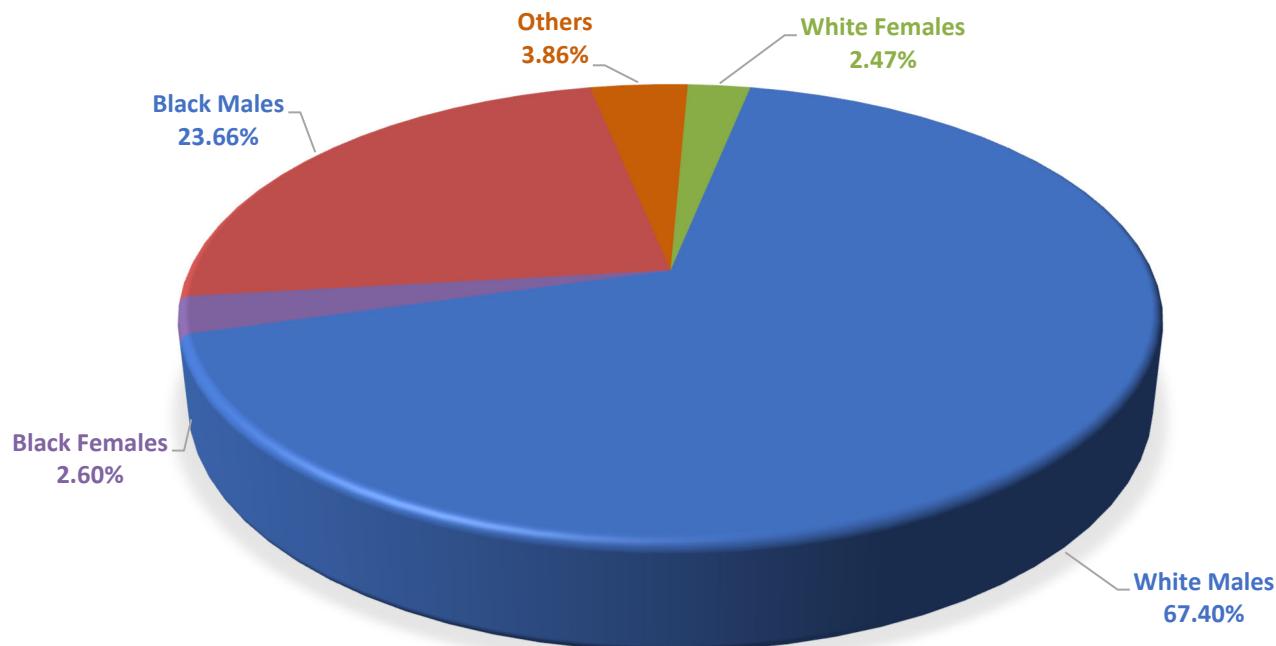


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	175	129	1,712	1,754	209	3,979
Average Salary	\$43,367.51	\$40,002.49	\$42,142.03	\$40,871.37	\$40,142.43	\$41,461.41

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of E7: Skilled Craft January 1, 2025

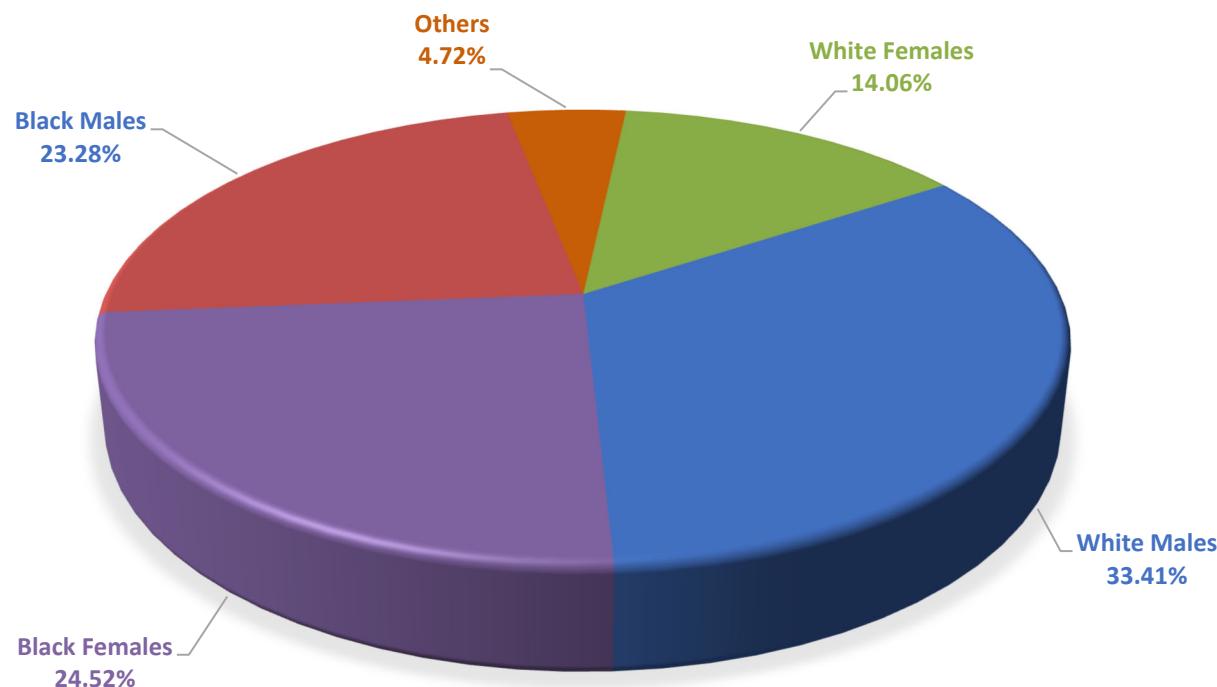


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	3,598	1,263	132	139	206	5,338
Average Salary	\$61,316.06	\$56,817.69	\$51,762.09	\$49,954.60	\$57,913.91	\$59,588.32

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of E8: Service Maintenance January 1, 2025

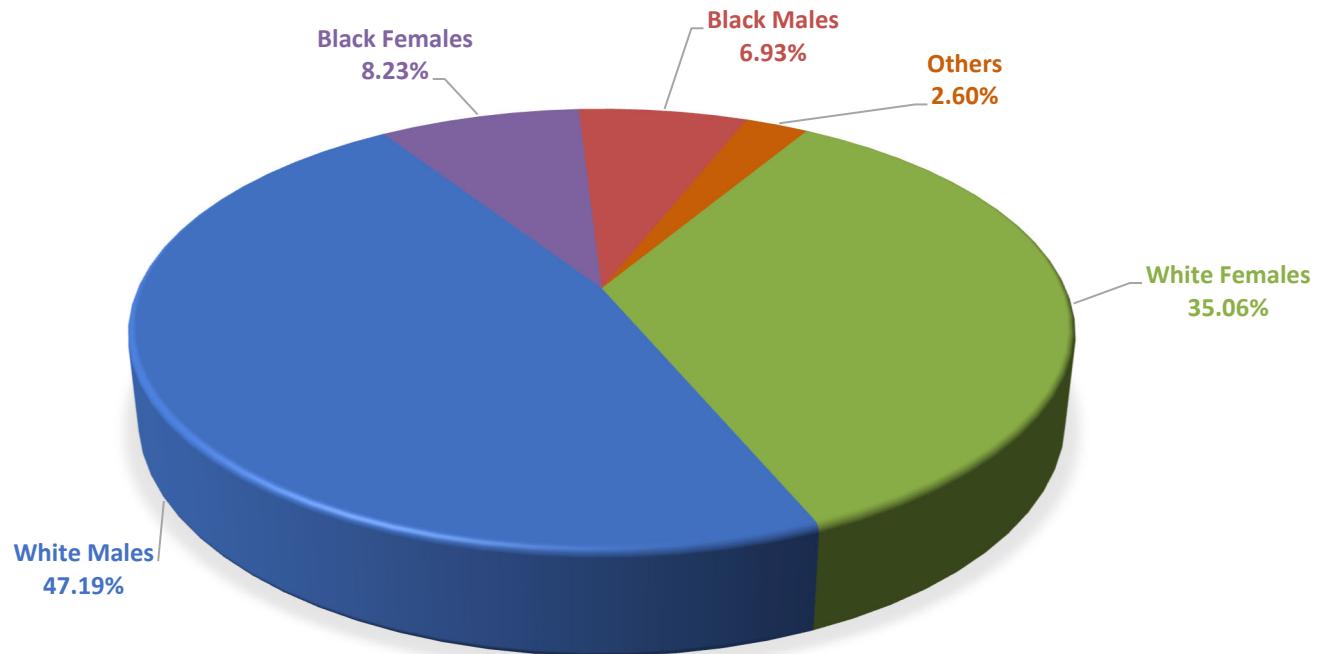


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	594	414	250	436	84	1,778
Average Salary	\$41,424.82	\$37,619.31	\$38,505.56	\$36,426.21	\$37,158.02	\$38,700.92

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C1: Executive (Non-Academic) January 1, 2025

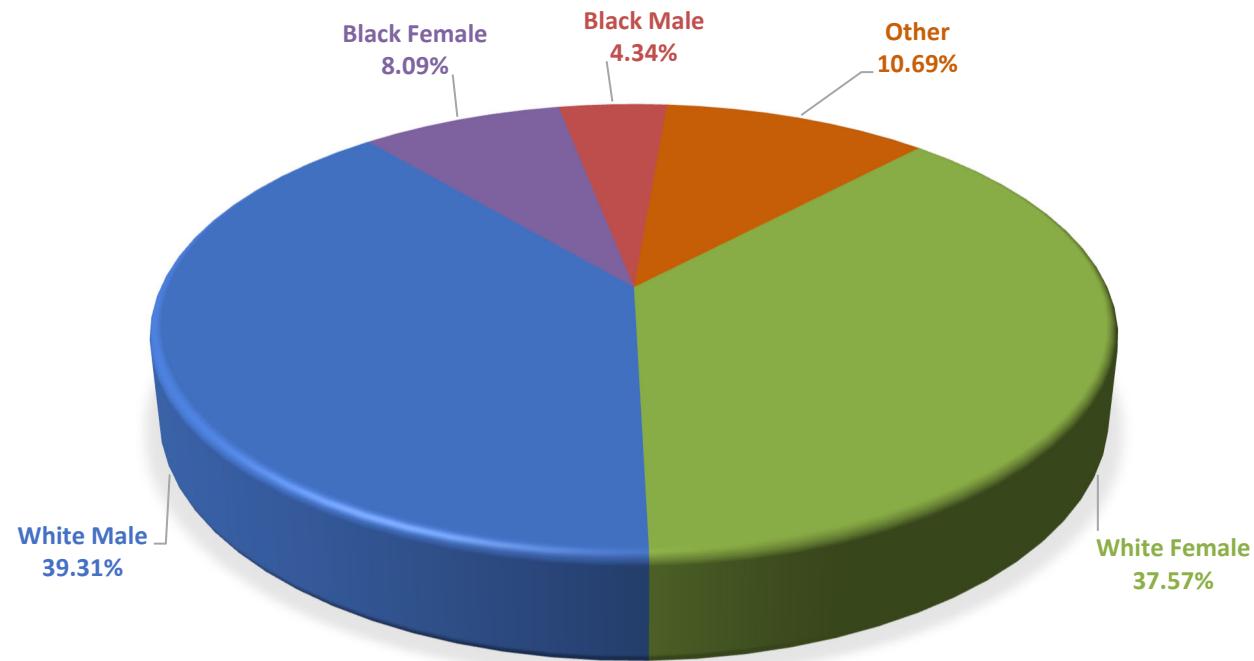


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	109	16	81	19	6	231
Average Salary	\$213,999.46	\$211,986.27	\$168,778.62	\$140,498.94	\$205,704.17	\$191,742.40

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C2: Executive (Academic) January 1, 2025

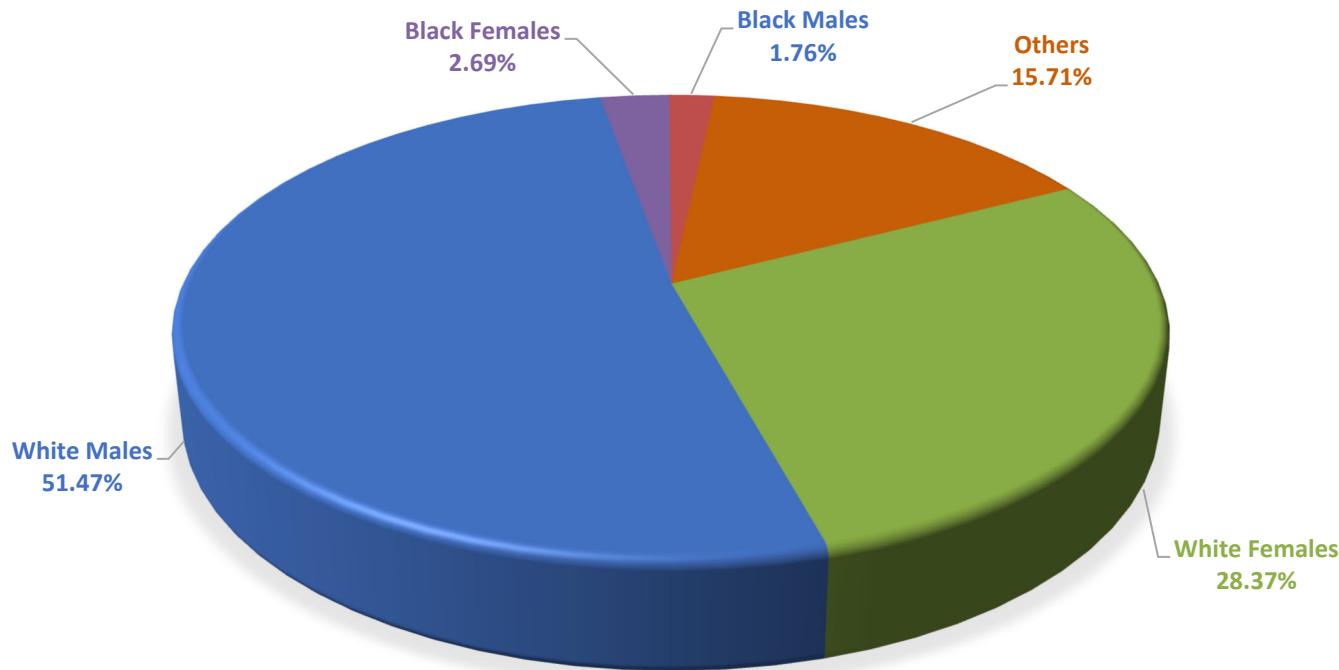


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	136	15	130	28	37	346
Average Salary	\$167,668.57	\$147,276.94	\$152,703.19	\$132,956.17	\$201,680.99	\$161,989.78

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C3: Professors January 1, 2025

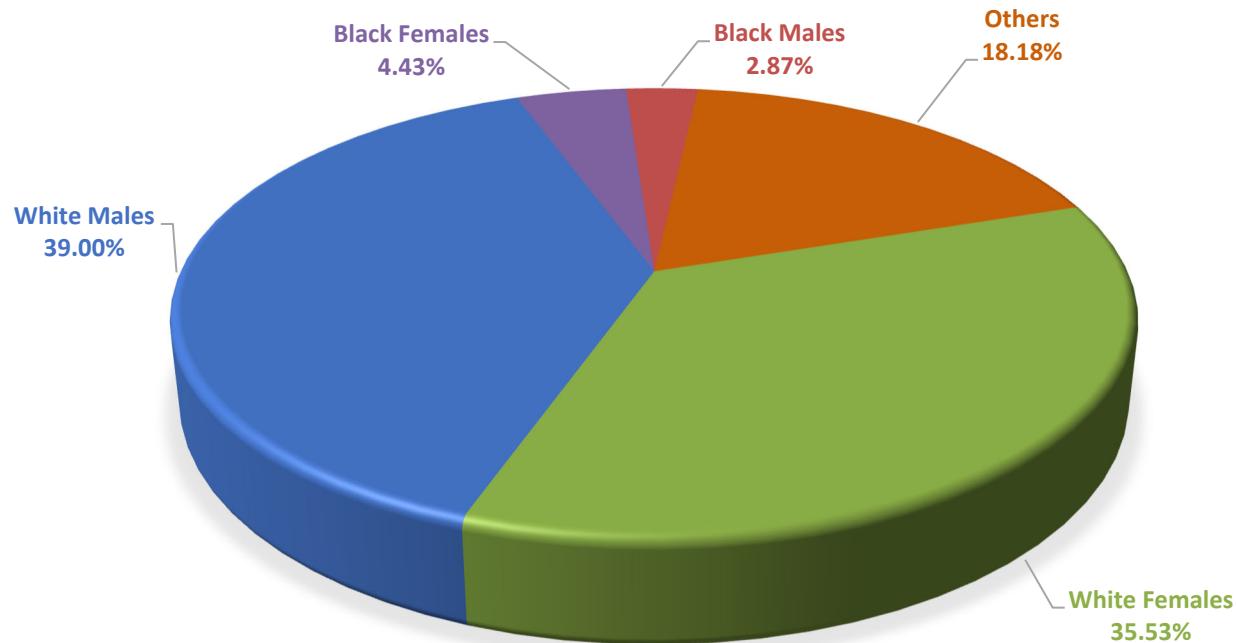


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	996	34	549	52	304	1,935
Average Salary	\$133,173.46	\$118,862.86	\$125,821.53	\$125,066.33	\$140,252.16	\$131,730.35

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C4: Associate Professors January 1, 2025

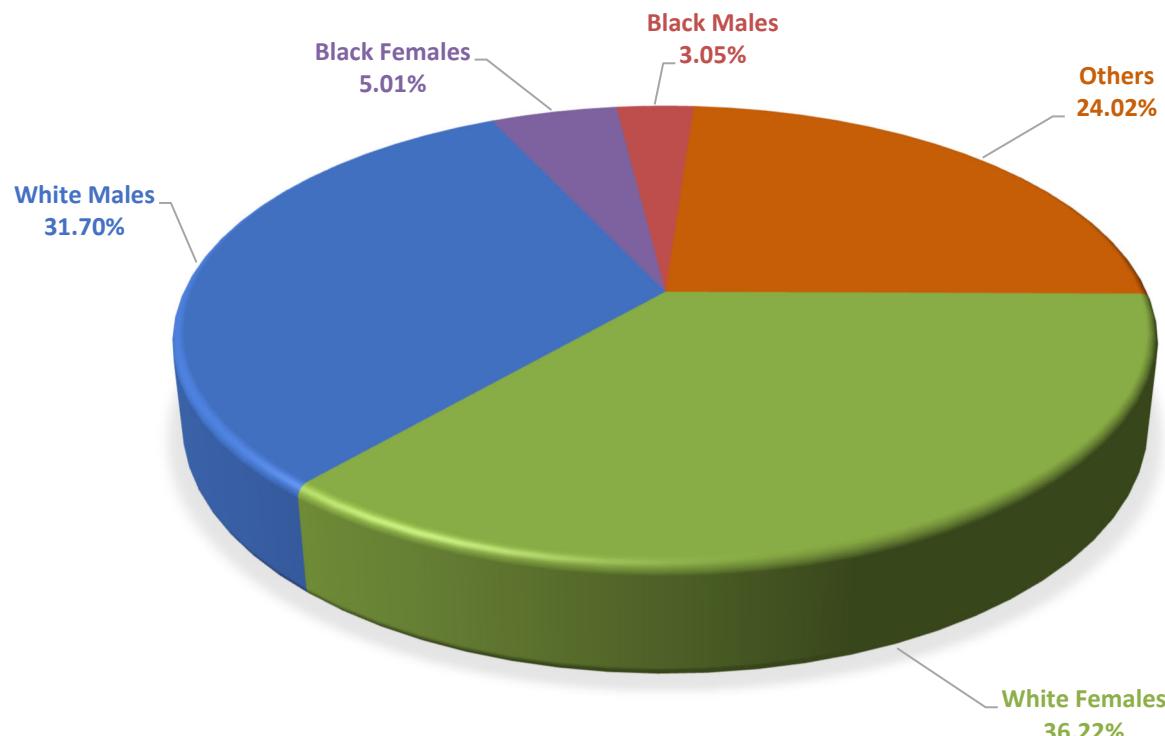


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	652	48	594	74	304	1,672
Average Salary	\$96,178.61	\$101,794.04	\$90,009.75	\$90,278.57	\$102,150.82	\$94,972.98

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C5: Assistant Professors January 1, 2025

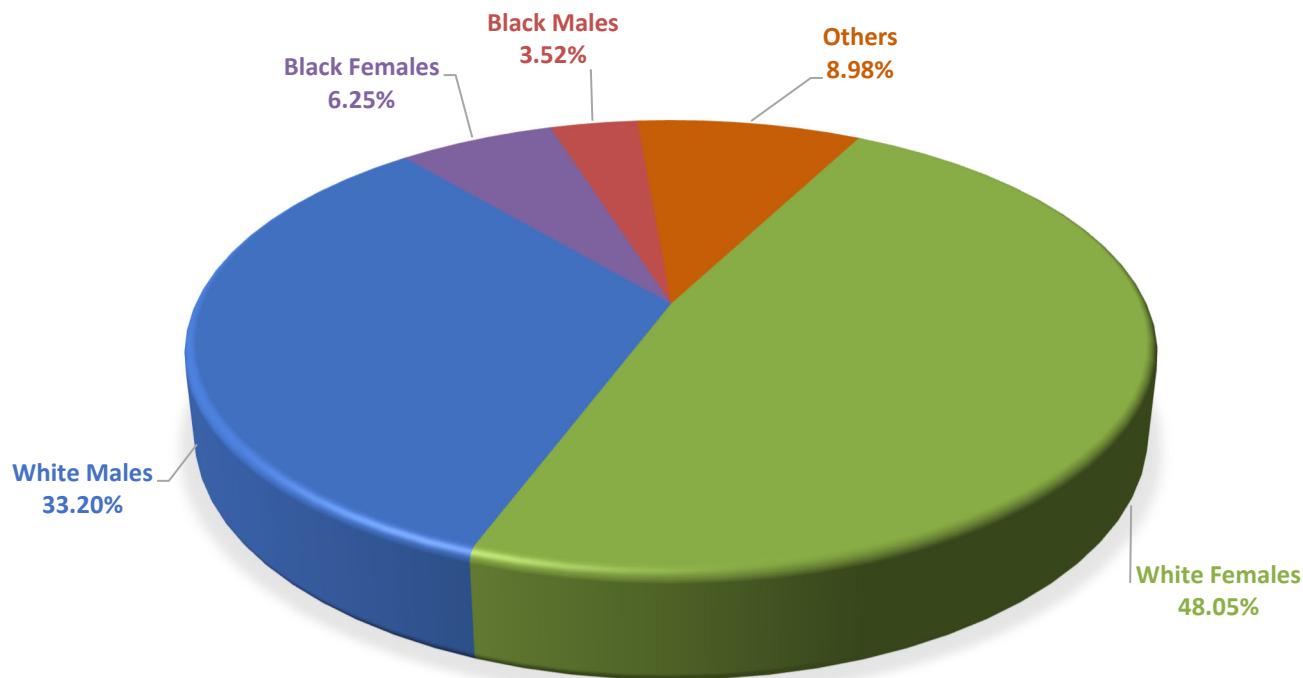


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	582	56	665	92	441	1,836
Average Salary	\$77,726.06	\$78,018.16	\$74,171.46	\$79,684.46	\$84,602.51	\$78,197.32

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C6: Instructors January 1, 2025

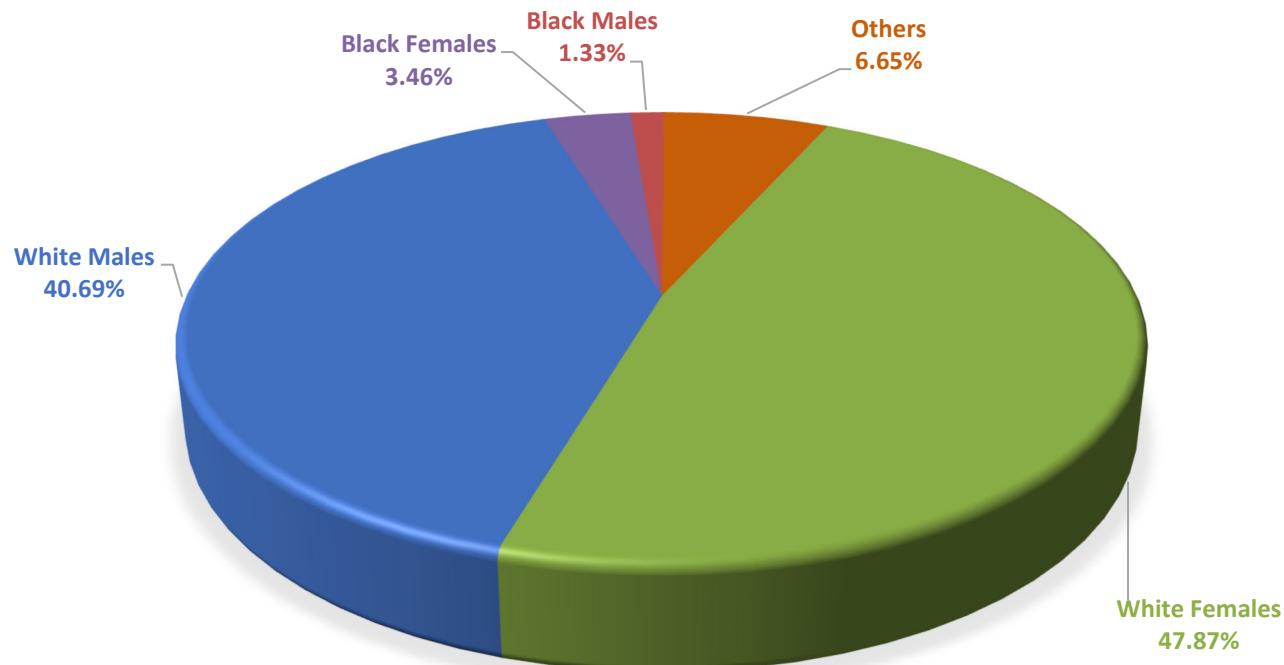


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	255	27	369	48	69	768
Average Salary	\$67,854.51	\$62,398.56	\$67,842.02	\$70,465.74	\$66,335.71	\$67,683.45

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C7: Lecturers January 1, 2025

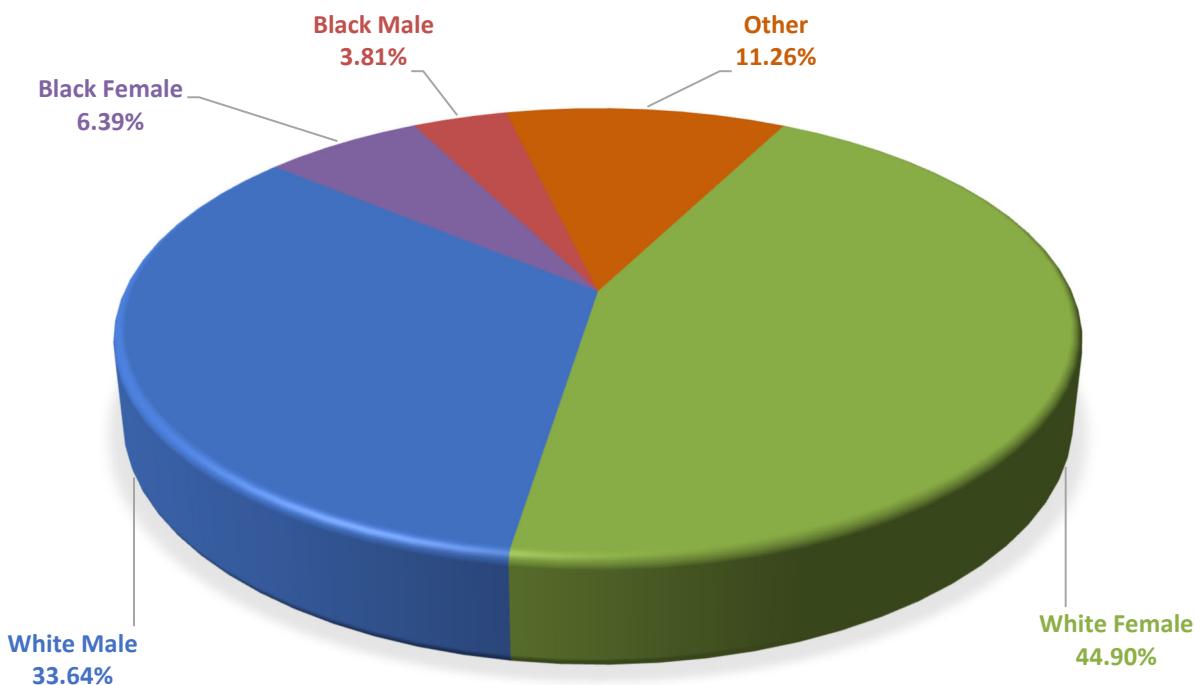


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	153	5	180	13	25	376
Average Salary	\$80,341.78	\$64,237.83	\$68,244.52	\$66,062.95	\$67,013.16	\$72,956.50

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C8: Other (Academic) January 1, 2025

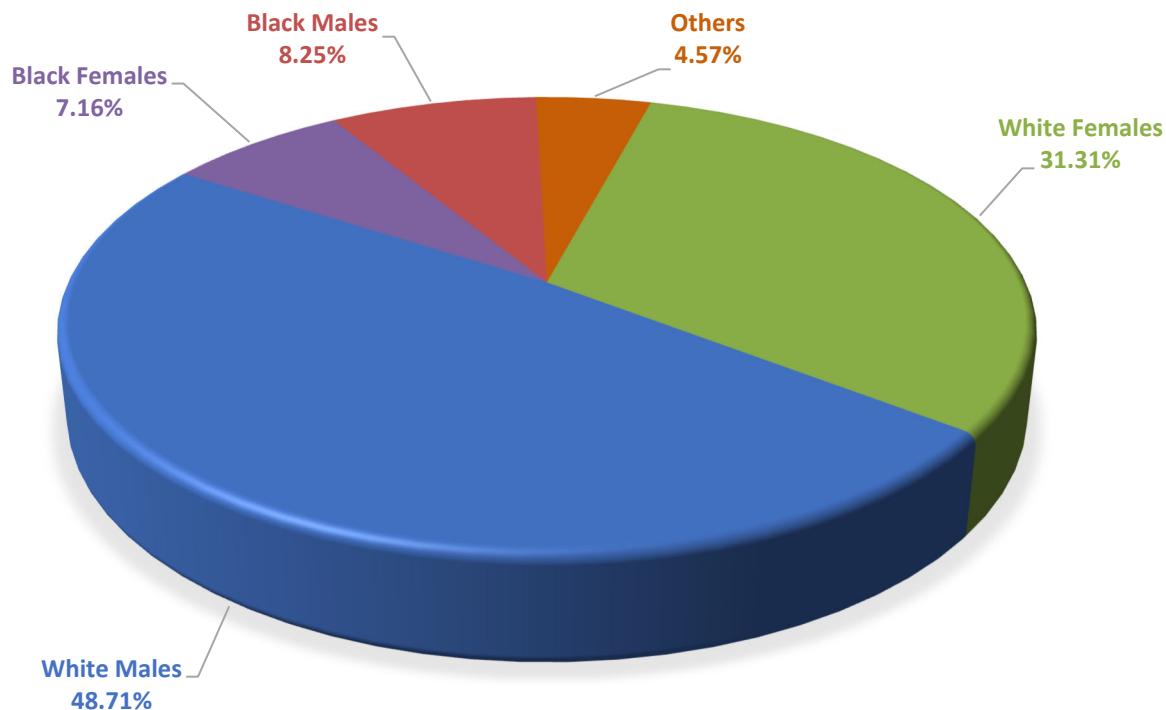


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	221	25	295	42	74	657
Average Salary	\$107,839.23	\$104,561.59	\$96,301.43	\$99,076.78	\$100,165.59	\$101,109.45

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of C9: Other (Non-Academic) January 1, 2025

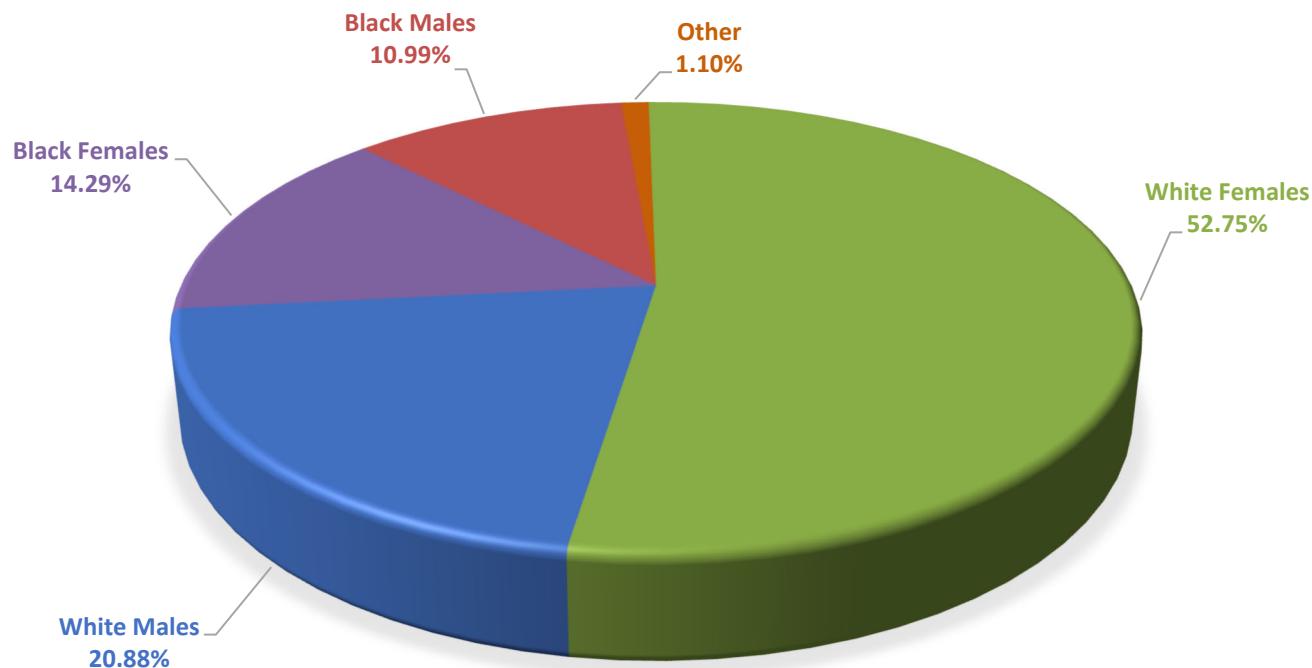


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	490	83	315	72	46	1,006
Average Salary	\$143,973.75	\$212,242.85	\$80,111.14	\$102,313.08	\$90,390.00	\$124,177.72

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of T1: Executives (Non-Academic) January 1, 2025

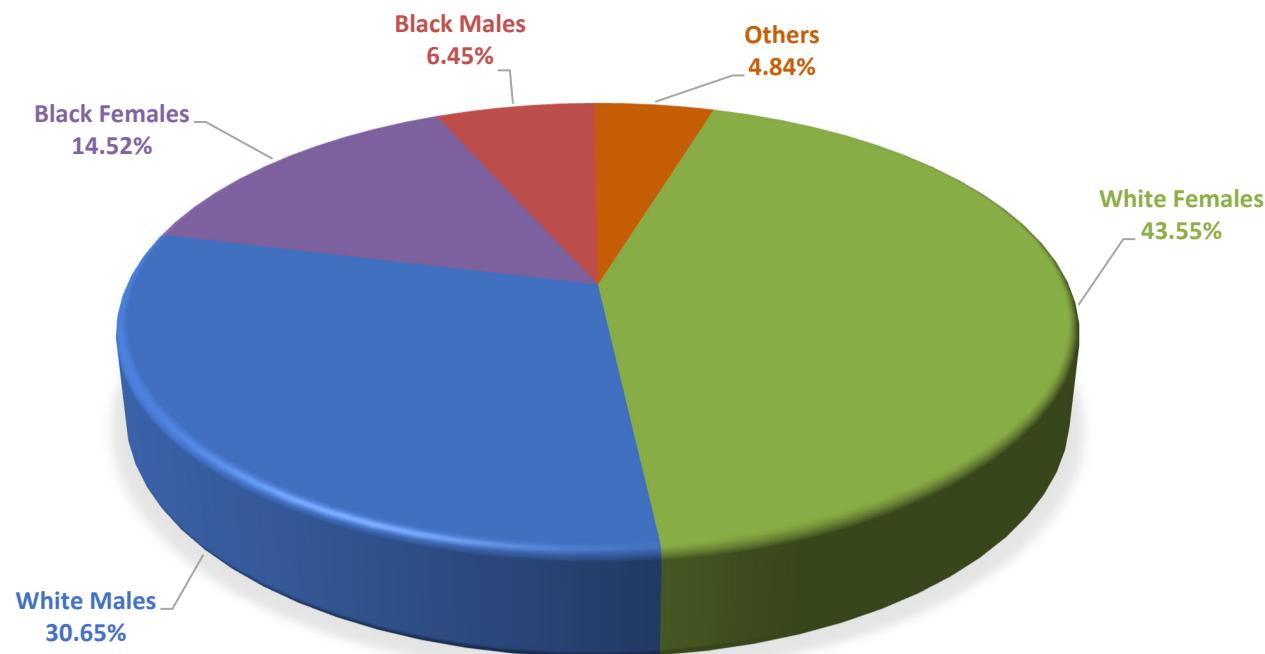


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	19	10	48	13	1	91
Average Salary	\$165,703.95	\$138,025.90	\$163,773.34	\$166,528.62	\$233,764.00	\$162,509.78

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of T2: Executives (Academic) January 1, 2025

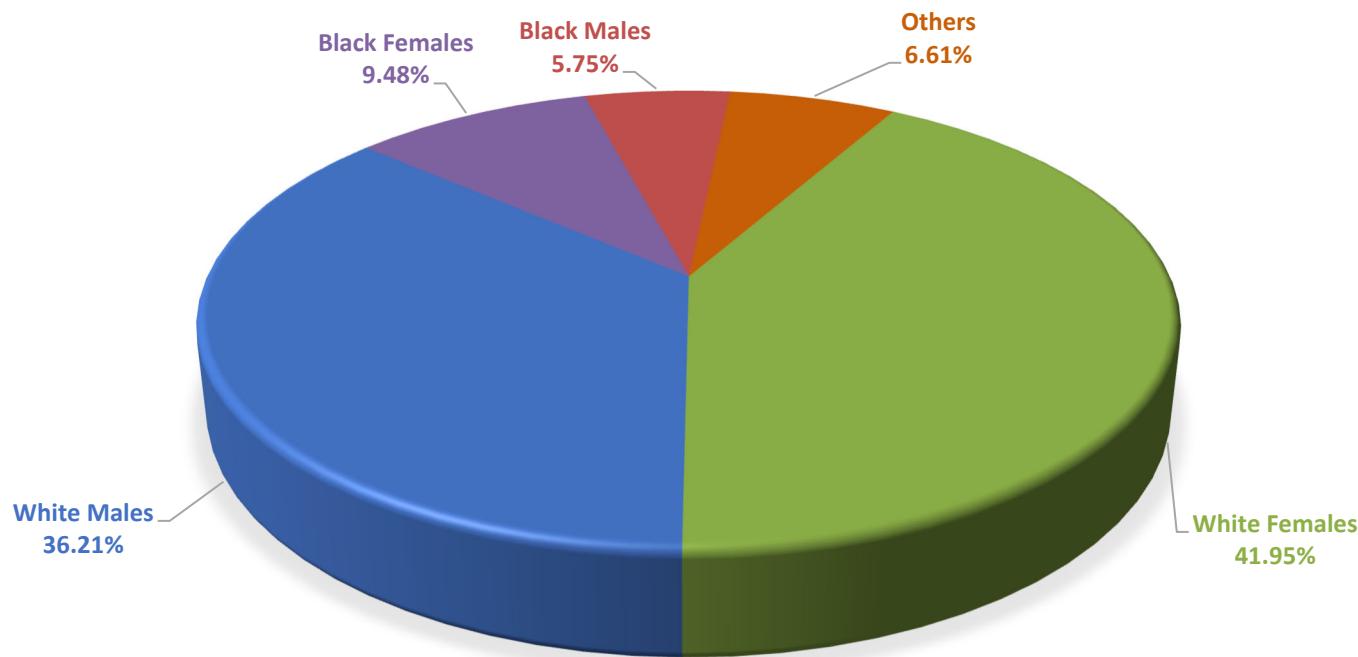


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	19	4	27	9	3	62
Average Salary	\$117,788.16	\$111,311.75	\$115,748.43	\$125,483.22	\$123,212.67	\$117,861.56

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of T3: Faculty (Administrative) January 1, 2025

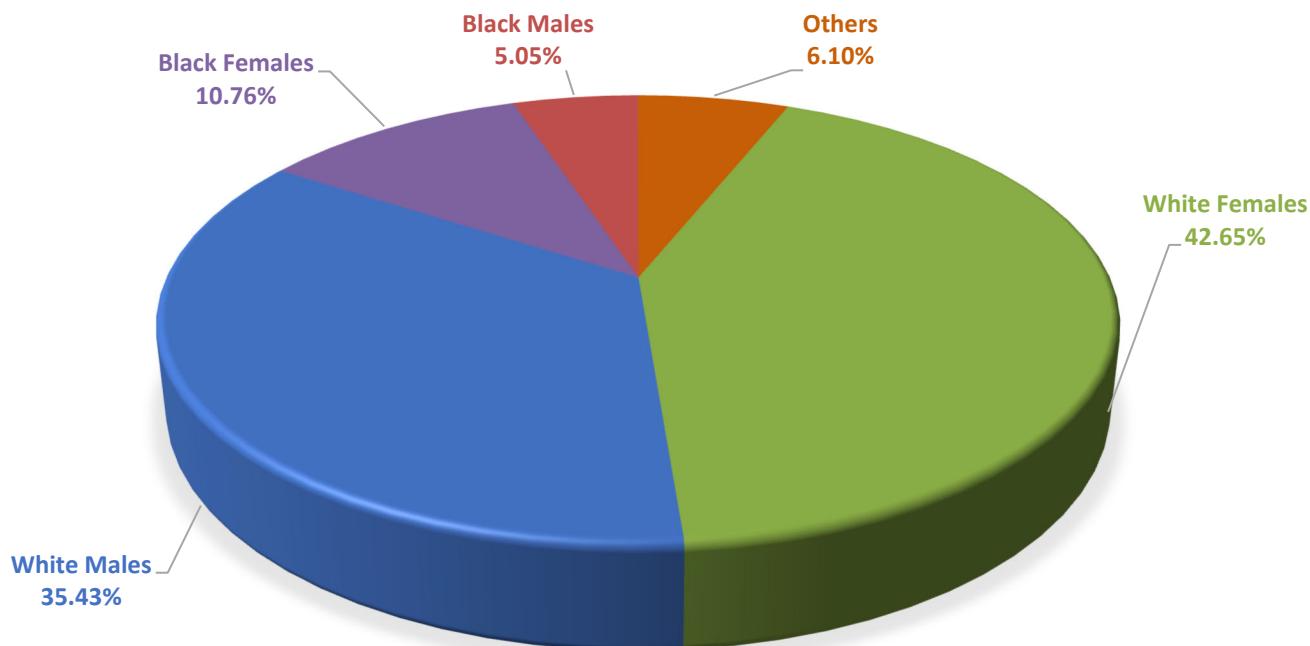


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	126	20	146	33	23	348
Average Salary	\$85,298.99	\$88,545.82	\$82,613.95	\$87,207.24	\$78,100.50	\$84,064.30

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of T4: Faculty (Teaching) January 1, 2025

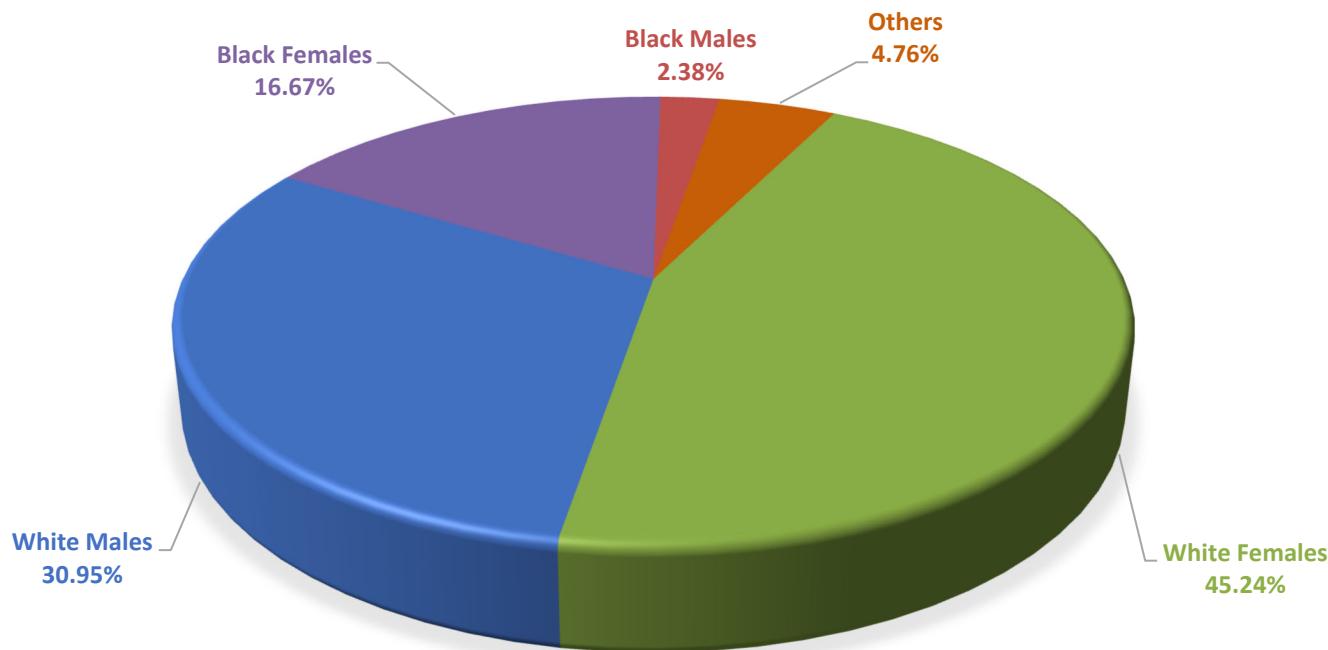


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	540	77	650	164	93	1,524
Average Salary	\$72,668.20	\$72,617.00	\$73,635.66	\$72,475.47	\$69,749.75	\$72,879.41

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

Composition of T5: Faculty (Non-Teaching) January 1, 2025



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	13	1	19	7	2	42
Average Salary	\$112,410.08	\$110,750.00	\$92,871.58	\$98,786.96	\$83,227.00	\$99,871.52

Percentages may not sum to 100% due to rounding.

Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2024-2025.

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	Sea Grant Consortium	100.0%
2	Museum Commission	99.5%
3	Comptroller General, Office of	99.1%
4	Technical College of the Lowcountry	98.7%
5	State Library	98.4%
6	Piedmont Technical College	98.0%
7	Aiken Technical College	97.8%
7	Greenville Technical College	97.8%
8	Office of Regulatory Staff	97.5%
8	State Treasurer's Office	97.5%
9	Department of Commerce	95.8%
10	York Technical College	95.6%

RANKING	AGENCY ACHIEVING LESS THAN 70%	PERCENT
82	Patriots Point Authority	69.1%
83	Agriculture, Department of	68.6%

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART B

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Sea Grant Consortium	100.0%	22	Horry-Georgetown Technical College	92.6%
2	Museum Commission	99.5%	23	Archives & History, Department of	92.0%
3	Comptroller General, Office of	99.1%	23	Financial Institutions, Board of	92.0%
4	Technical College of the Lowcountry	98.7%	24	Education, Department of	91.9%
5	Library, State	98.4%	25	Aging, Department on	91.6%
6	Piedmont Technical College	98.0%	25	Francis Marion University	91.6%
7	Aiken Technical College	97.8%	25	Revenue & Fiscal Affairs Office	91.6%
7	Greenville Technical College	97.8%	26	Education Lottery	91.4%
8	Regulatory Staff, Office of	97.5%	27	Intellectual & Developmental Disabilities, Office of	91.3%
8	State Treasurer, Office of the	97.5%	28	Consumer Affairs, Department of	90.2%
9	Department of Commerce	95.8%	29	Employment and Workforce, Department of	90.0%
10	York Technical College	95.6%	30	Insurance, Department of	89.8%
11	Ethics Commission, State	95.3%	31	Workers' Compensation Commission	89.4%
11	Trident Techncial College	95.3%	32	Spartanburg Technical Community College	89.2%
12	Attorney General's Office	95.2%	33	Environmental Services, Department of	89.1%
13	Public Service Comision	95.0%	34	Accident Fund, State	89.0%
14	Substance Abuse Services, Office of	94.6%	35	Florence-Darlington Technical College	88.5%
15	Public Employee Benefit Authority	94.5%	35	Social Services, Department of	88.5%
15	Winthrop University	94.5%	36	Retirement System Investment Commission	88.3%
16	Veterans' Affairs, Department of	94.3%	37	Medical University Hospital Authority	87.9%
17	Midlands Technical College	93.9%	38	Housing Finance & Development Authority, State	87.8%
18	State Board for Technical & Comprehensive Education	93.6%	39	Santee Cooper	87.7%
19	Central Carolina Technical College	93.5%	40	Educational Television Commission	87.1%
20	Vocational Rehabilitation Department	93.4%	41	Orangeburg-Calhoun Technical College	86.9%
21	School for the Deaf & the Blind	93.0%	42	Resilience, Office of	86.7%
21	Governor's School for Arts & Humanities	93.0%	43	Health and Human Services, Department of	86.5%

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART B

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
44	Mental Health, Office of	86.2%	68	College of Charleston	79.3%
45	Fiscal Accountability Authority, State	85.6%	68	Denmark Technical College	79.3%
46	Public Health, Department of	84.7%	69	Adjutant General's Office	79.0%
47	Auditor's Office, State	84.5%	70	Northeastern Technical College	78.8%
48	Public Safety, Department of	84.4%	71	Labor, Licensing & Regulation, Department of	78.4%
49	Blind, Commission for the	84.3%	72	Parks, Recreation, & Tourism	78.3%
50	Children's Advocacy, Department of	83.9%	73	Clemson University	77.3%
51	Probation, Parole, & Pardon Services, Department of	83.7%	74	Law Enforcement Division	76.2%
52	Motor Vehicles, Department of	83.6%	75	Secretary of State's Office	75.0%
53	Community Advancement and Engagement, Commission for	83.4%	76	Ports Authority, State	74.9%
54	Tri-County Technical College	83.2%	77	Medical University of South Carolina	74.8%
55	Administration, Department of	83.1%	78	Forestry Commission	73.2%
56	First Steps	82.5%	78	Wil Lou Gray Opportunity School	73.2%
57	Revenue, Department of	82.4%	79	Natural Resources, Department of	72.3%
58	Transportation, Department of	82.2%	80	Lander University	71.3%
59	Higher Education, Commission on	82.0%	81	Governor's School for Science & Math	70.6%
60	Citadel, The	81.6%	81	South Carolina State University	70.6%
60	Corrections, Department of	81.6%	82	Patriots Point Development Authority	69.1%
60	Williamsburg Technical College	81.6%	83	Agriculture, Department of	68.6%
61	University of South Carolina	81.5%			
62	Governor's School for Agriculture at John de la Howe	81.3%			
63	Juvenile Justice, Department of	81.1%			
64	Criminal Justice Academy	80.3%			
65	Arts Commission	80.0%			
66	Election, Commission	79.6%			
67	Coastal Carolina University	79.5%			

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

CHART C

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
34	Accident Fund, State	89.0%	40	Educational Television Commission	87.1%
69	Adjutant General's Office	79.0%	66	Election, Commission	79.6%
55	Administration, Department of	83.1%	29	Employment and Workforce, Department of	90.0%
25	Aging, Department on	91.6%	33	Environmental Services, Department of	89.1%
83	Agriculture, Department of	68.6%	11	Ethics Commission, State	95.3%
7	Aiken Technical College	97.8%	23	Financial Institutions, Board of	92.0%
23	Archives & History, Department of	92.0%	56	First Steps	82.5%
65	Arts Commission	80.0%	45	Fiscal Accountability Authority, State	85.6%
12	Attorney General's Office	95.2%	35	Florence-Darlington Technical College	88.5%
47	Auditor's Office, State	84.5%	78	Forestry Commission	73.2%
49	Blind, Commission for the	84.3%	25	Francis Marion University	91.6%
19	Central Carolina Technical College	93.5%	62	Governor's School for Agriculture at John de la Howe	81.3%
50	Children's Advocacy, Department of	83.9%	21	Governor's School for Arts & Humanities	93.0%
60	Citadel, The	81.6%	81	Governor's School for Science & Math	70.6%
73	Clemson University	77.3%	7	Greenville Technical College	97.8%
67	Coastal Carolina University	79.5%	43	Health and Human Services, Department of	86.5%
68	College of Charleston	79.3%	59	Higher Education, Commission on	82.0%
53	Community Advancement and Engagement, Commis	83.4%	22	Horry-Georgetown Technical College	92.6%
3	Comptroller General, Office of	99.1%	38	Housing Finance & Development Authority, State	87.8%
28	Consumer Affairs, Department of	90.2%	30	Insurance, Department of	89.8%
60	Corrections, Department of	81.6%	27	Intellectual & Developmental Disabilities, Office of	91.3%
64	Criminal Justice Academy	80.3%	63	Juvenile Justice, Department of	81.1%
68	Denmark Technical College	79.3%	71	Labor, Licensing & Regulation, Department of	78.4%
9	Department of Commerce	95.8%	80	Lander University	71.3%
26	Education Lottery	91.4%	74	Law Enforcement Division	76.2%
24	Education, Department of	91.9%	5	Library, State	98.4%

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

CHART C

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
37	Medical University Hospital Authority	87.9%	75	Secretary of State's Office	75.0%
77	Medical University of South Carolina	74.8%	35	Social Services, Department of	88.5%
44	Mental Health, Office of	86.2%	81	South Carolina State University	70.6%
17	Midlands Technical College	93.9%	32	Spartanburg Technical Community College	89.2%
52	Motor Vehicles, Department of	83.6%	18	State Board for Technical & Comprehensive Education	93.6%
2	Museum Commission	99.5%	8	State Treasurer, Office of the	97.5%
79	Natural Resources, Department of	72.3%	14	Substance Abuse Services, Office of	94.6%
70	Northeastern Technical College	78.8%	4	Technical College of the Lowcountry	98.7%
41	Orangeburg-Calhoun Technical College	86.9%	58	Transportation, Department of	82.2%
72	Parks, Recreation, & Tourism	78.3%	54	Tri-County Technical College	83.2%
82	Patriots Point Development Authority	69.1%	11	Trident Technical College	95.3%
6	Piedmont Technical College	98.0%	61	University of South Carolina	81.5%
76	Ports Authority, State	74.9%	16	Veterans' Affairs, Department of	94.3%
51	Probation, Parole, & Pardon Services, Department of	83.7%	20	Vocational Rehabilitation Department	93.4%
15	Public Employee Benefit Authority	94.5%	78	Wil Lou Gray Opportunity School	73.2%
46	Public Health, Department of	84.7%	60	Williamsburg Technical College	81.6%
48	Public Safety, Department of	84.4%	15	Winthrop University	94.5%
13	Public Service Commission	95.0%	31	Workers' Compensation Commission	89.4%
8	Regulatory Staff, Office of	97.5%	10	York Technical College	95.6%
42	Resilience, Office of	86.7%			
36	Retirement System Investment Commission	88.3%			
25	Revenue & Fiscal Affairs Office	91.6%			
57	Revenue, Department of	82.4%			
39	Santee Cooper	87.7%			
21	School for the Deaf & the Blind	93.0%			
1	Sea Grant Consortium	100.0%			

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART D

AMONG FOUR-YEAR COLLEGES AND UNIVERSITIES

RANKING AGENCY

PERCENT

1	Winthrop University	94.5%
2	Francis Marion University	91.6%
3	Citadel, The	81.6%
4	University of South Carolina	81.5%
5	Coastal Carolina University	79.5%
6	College of Charleston	79.3%
7	Clemson University	77.3%
8	Medical University of South Carolina	74.8%
9	Lander University	71.3%
10	South Carolina State University	70.6%

AMONG TECHNICAL COLLEGES

AGENCY

PERCENT

1	Technical College of the Lowcountry	98.7%
2	Piedmont Technical College	98.0%
3	Aiken Technical College	97.8%
4	Greenville Technical College	97.8%
5	York Technical College	95.6%
6	Trident Technical College	95.3%
7	Midland's Technical College	93.9%
8	Central Carolina Technical College	93.5%
9	Horry-Georgetown Technical College	92.6%
10	Spartanburg Technical Community College	89.2%
11	Florence-Darlington Technical College	88.5%
12	Orangeburg-Calhoun Technical College	86.9%
13	Tri-County Technical College	83.2%
14	Williamsburg Technical College	81.6%
15	Denmark Technical College	79.3%
	Northeastern Technical College	78.8%

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, 2024, through September 30, 2025**). 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 who 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, 2025**. 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.

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 be equivalent 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 10/01/2024 – 9/30/2025

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between **October 1, 2024, through September 30, 2025**. 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.

State Agencies' Workforce

SECTION VI



SC State Accident Fund

Agency Director: Erin Farthing
EEO Officer: Dorothy Davis

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability								
	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			4	1		8	5.7	33.2	8.8	5.7	*	No	No				1	1		2	0.0%	*	Yes	Yes	
	%	37.5			50.0	12.5		100											50.0	50.0		100					
E2	#	9	1	1	26	8	3	48	3.1	38.0	24.2	1.0	*	No	7.5	1			1		1	3	67.7%	*	Yes	69.1%	
	%	18.8	2.1	2.1	54.2	16.7	6.3	100								33.3			33.3		33.3	100					
E3	#	3					1	4	7.4	14.5	5.6	7.4	*	14.5	*	5.6								0.0%	*	0.0%	*
	%	75.0					25.0	100																			
E5,E6	#	1		1	7	2		11	3.7	49.7	21.1	3.7	*	No	2.9	*	1					1		0.0%	*	Yes	*
	%	9.1		9.1	63.6	18.2		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 2023: **97.0%**
- Level of Goal Attainment for 2024: **89.2%**
- Level of Goal Attainment for 2025: **89.0%**

Adjutant General's Office

Agency Director: MG Robin B. Stilwell

EEO Officer: Robert Faulk

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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		6		20	4.7	32.8	7.6	No	2.8	*	7.6	2						2	Yes	91.4%	0.0%
	%	65.0	5.0		30.0		100		100.0												100			
E2	#	27	5	1	36	7	1	77	6.0	35.6	11.3	No	No	2.2	6			6	2	1	15	Yes	Yes	80.4%
	%	35.1	6.5	1.3	46.8	9.1	1.3	100		40.0						40.0		13.3	6.7	100				
E3	#	5	1		2	1		9	7.1	22.6	24.3	No	0.4	*	13.2							Yes	98.2%	45.7%
	%	55.6	11.1		22.2	11.1		100																
E5,E6	#	1			3	1		5	3.5	48.9	22.0	3.5	No	*	2.0							0.0%	Yes	90.8%
	%	20.0			60.0	20.0		100																
E7	#	2						2	10.6	31.3	11.1	10.6	*	31.3	*	11.1	*	3				0.0%	0.0%	0.0%
	%	100.0						100		100.0											100			
E8	#	5	1			1		7	8.9	33.8	13.5	No	33.8	No								Yes	0.0%	Yes
	%	71.4	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 2023: **86.5%**
- Level of Goal Attainment for 2024: **82.0%**
- Level of Goal Attainment for 2025: **79.0%**

Department of Administration

Agency Director: Marcia Adams

EEO Officer: Jenene Powe

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	32	1	1	19	3		56	10.5	22.2	11.5	8.7	No	6.1	1			2			3				
	%	57.1	1.8	1.8	33.9	5.4		100				33.3						66.7			100		17.2%	Yes	47.1%
E2	#	120	34	15	100	53	15	337	13.1	21.9	17.1	3.0	No	1.4	25	10	9	24	11	4	83				
	%	35.6	10.1	4.5	29.7	15.7	4.5	100				30.1			12.0	10.8	28.9	13.3	4.8	100			77.1%	Yes	91.9%
E3	#	6	4	3	2	4		19	17.8	12.7	17.4	No	2.2	*	No	2		1		1		4			
	%	31.6	21.1	15.8	10.5	21.1		100				50.0			25.0			25.0			100		Yes	82.5%	*
E5,E6	#	1	2		6	6	1	16	5.4	45.5	26.6	No	8.0	No			1		1	2		4			
	%	6.3	12.5		37.5	37.5	6.3	100							25.0			25.0	50.0		100		Yes	82.4%	
E7,E8	#	43	24		3	11	3	84	23.9	7.4	11.8	No	3.8	No	12	9		1	3	1	26				
	%	51.2	28.6		3.6	13.1	3.6	100							46.2	34.6		3.8	11.5	3.8	100		Yes	49.0%	
	#																								
	#																								
	#																								
	#																								
	#																								

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 2023: **84.4%**
- Level of Goal Attainment for 2024: **86.0%**
- Level of Goal Attainment for 2025: **83.1%**

SC Department on Aging

Agency Director: Connie Munn
EEO Officer: Cheryl Washington

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF					
E1	#	1	1		4	5		11	2.8	25.3	45.0	No	No	No				2			2	Yes	Yes	Yes		
	%	9.1	9.1		36.4	45.5		100											100.0			100				
E2	#	4	1		11	17	1	34	4.1	40.9	14.9	1.2	*	8.5	No				2	2		4	70.0%	*	79.3%	Yes
	%	11.8	2.9		32.4	50.0	2.9	100											50.0	50.0		100				
E3	#	1						1	8.0	13.3	2.8	8.0	*	13.3	*	2.8							0.0%	*	0.0%	*
	%	100.0						100																		
	#																									
	#																									
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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 2023: **82.1%**
- Level of Goal Attainment for 2024: **89.5%**
- Level of Goal Attainment for 2025: **91.6%**

Department of Agriculture

Agency Director: Hugh E. Weathers
EEO Officer: Kathleen Pierce

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	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	#	81	10	4	91	15	11	212	11.0	23.6	8.9	6.3	No	1.8	10	2	1	21	1	2	37	42.9%	Yes	79.8%		
	%	38.2	4.7	1.9	42.9	7.1	5.2	100				27.0		5.4	2.7	56.8	2.7	5.4	100							
E3	#	16	1	1	6			24	12.3	14.4	6.4	8.1	No	6.4												
	%	66.7	4.2	4.2	25.0			100																		
E5	#		1		4		2	7	3.1	58.1	19.7	No	1.0	19.7			1					1	Yes	98.2%	0.0%	
	%		14.3		57.1		28.6	100							100.0							100				
E7	#	2		1				3	29.0	2.1	1.3	29.0	*	2.1	*	1						1	0.0%	0.0%	0.0%	
	%	66.7		33.3				100							100.0							100				
E8	#	2	2		1			5	16.8	12.2	8.8	No	No	8.8	*		1					1	Yes	Yes	0.0%	
	%	40.0	40.0		20.0			100							100.0							100				
	#																									
	%																									
	#																									
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	%																									
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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 2023: **70.0%**
- Level of Goal Attainment for 2024: **73.3%**
- Level of Goal Attainment for 2025: **68.6%**

SC Department of Behavioral Health & Developmental Disabilities, Office of Substance Abuse Services

Agency Director: Sara Goldsby

EEO Officer: Angela Outing

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#			1	2	2		5	5.1	22.8	4.1	5.1	*	No	No			1	1	2	0.0%	*	Yes	Yes
	%			20.0	40.0	40.0		100								50.0	50.0		100					
E2	#	3	2		3	4	1	13	4.8	34.1	10.5	No	11.0	No			1	1	2	Yes	67.7%	Yes		
	%	23.1	15.4		23.1	30.8	7.7	100								50.0	50.0		100					
E3	#		1					1	7.8	13.0	3.2	No	13.0	*	3.2						Yes	0.0%	*	0.0%
	%		100.0					100																
	#																							
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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 2023: **92.6%**
- Level of Goal Attainment for 2024: **90.9%**
- Level of Goal Attainment for 2025: **94.6%**

SC Department of Archives and History

Agency Director: W. Eric Emerson

EEO Officer: Brenda House

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability										
	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	5.3	38.4	12.0	No	13.4	*	12.0	*													
	%	50.0	25.0		25.0			100																	Yes	65.2%	*	0.0%	
E2	#	14	2		10	5		31	4.8	37.1	10.6	No	4.8	No				1			1					Yes	87.0%	Yes	
	%	45.2	6.5		32.3	16.1		100										100.0			100								
E5	#	2	1					3	23.6	17.7	22.8	No	17.7	*	22.8	*										Yes	0.0%	*	0.0%
	%	66.7	33.3					100																					
	#																												
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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 2023: **94.5%**
- Level of Goal Attainment for 2024: **91.6%**
- Level of Goal Attainment for 2025: **92.0%**

SC Arts Commission

Agency Director: David Platts
EEO Officer: Victoria McCurry

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#			3	1		4	11.4	17.6	3.8	11.4	*	No	No				1			1	0.0%	*	Yes	Yes
	%			75.0	25.0		100									100.0					100				
E2	#	4		9	7	1	21	7.2	35.1	17.9	7.2	No	No		2			2	2		6	0.0%	Yes	Yes	
	%	19.0		42.9	33.3	4.8	100								33.3			33.3	33.3		100				
E3	#	1					1	12.9	12.1	5.9	No	12.1	*	5.9								0.0%	*	0.0%	*
	%	100.0					100																		
	#																								
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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 2023: **95.1%**
- Level of Goal Attainment for 2024: **94.3%**
- Level of Goal Attainment for 2025: **80.0%**

Attorney General's Office

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability								
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#	14	1		13	8	1	37	4.9	31.5	7.9	2.2	*	No	No	1			1	1		3	54.6%	*	Yes	Yes	
	%	37.8	2.7		35.1	21.6	2.7	100								33.3			33.3	33.3		100					
E2	#	73	18	2	76	17	9	195	6.5	31.9	11.3	No	No	2.6	23	7		18	3	4	55	Yes	Yes	77.0%			
	%	37.4	9.2	1.0	39.0	8.7	4.6	100							41.8	12.7		32.7	5.5	7.3	100						
E2A,E2B,E2D	#	2	1	1	7	9	1	21	5.1	33.7	20.6	0.3	*	0.4	*	No							93.5%	*	98.7%	*	Yes
	%	9.5	4.8	4.8	33.3	42.9	4.8	100																			
E3	#		2		2	1		5	10.2	15.9	7.6	No	No	No				1			1	Yes	Yes	Yes			
	%		40.0		40.0	20.0		100									100.0				100						
E5	#	2	1		13	5	1	22	2.2	55.5	15.3	No	No	No				1			1	Yes	Yes	Yes			
	%	9.1	4.5		59.1	22.7	4.5	100									100.0				100						
E8	#			1	1			2	6.0	42.3	27.8	6.0	*	No	27.8			1			1	0.0%	*	Yes	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 2023: **91.7%**

Level of Goal Attainment for 2024: **95.2%**

Level of Goal Attainment for 2025: **95.2%**

Office of the State Auditor

Agency Interim Director: Sue F. Moss

EEO Officer: Angie Morgan

Legend:

WM = White Male

BM = Black Male

OM = Other Male

= Number

WE = White Female

BE = Black Female

OE = 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 2023: **85.1%**

Level of Goal Attainment for 2024: **87.9%**

Level of Goal Attainment for 2025: **84.5%**

SC Commission for the Blind

Agency Director: Darline Graham

EEO Officer: B. Lee Greer, Jr.

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	6	1	1	3	1		12	8.2	24.5	16.4	No	No	8.1	*	3		1		1		5	Yes	Yes	50.7%
	%	50.0	8.3	8.3	25.0	8.3		100							60.0		20.0		20.0		100				
E2	#	9	8		20	23	1	61	9.5	35.5	31.4	No	2.7	No		1	2		5	6		14	Yes	92.4%	Yes
	%	14.8	13.1		32.8	37.7	1.6	100							7.1	14.3		35.7	42.9		100				
E3,E5	#	3	1		7	4	1	16	5.6	42.2	18.5	No	No	No			1		5	1		7	Yes	Yes	Yes
	%	18.8	6.3		43.8	25.0	6.3	100							14.3		71.4	14.3			100				
E7,E8	#	7						7	21.9	7.4	10.1	21.9	7.4	10.1	*	4	1					5	0.0%	0.0%	0.0%
	%	100.0						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 2023: **91.9%**
- Level of Goal Attainment for 2024: **95.9%**
- Level of Goal Attainment for 2025: **84.3%**

Department of Children's Advocacy

Agency Director: Margaret Bodman
EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1		3	1		5	6.8	27.7	26.7	No	No	6.7 [*]									Yes	Yes	75.0%	
	%	20.0		60.0	20.0		100																		
E2	#	17	9		95	92	5	218	5.6	37.5	27.1	1.5	No	No	5	2	1	22	25	1	56	73.7%	Yes	Yes	
	%	7.8	4.1		43.6	42.2	2.3	100							8.9	3.6	1.8	39.3	44.6	1.8	100				
E5	#	1		1	1		3	5.3	44.8	27.1	No	11.5 [*]	No							1		1	Yes	74.3%	Yes
	%	33.3		33.3	33.3		100													100.0		100			
E6	#				4		4	3.6	52.0	22.2	3.6 [*]	52.0	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 2023: **90.5%**
- Level of Goal Attainment for 2024: **90.9%**
- Level of Goal Attainment for 2025: **83.9%**

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

Agency Director: General Glenn M. Walters

EEO Officer: Robert Pickering

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	27	4	3	33	1	1	69	2.5	31.3	4.8	No	No	3.4	6		2	4			12	Yes	Yes	29.1%	
	%	39.1	5.8	4.3	47.8	1.4	1.4	100				50.0			16.7	33.3					100				
C3	#	41		3	15	1	6	66	1.5	33.8	1.5	1.5	*	11.1	0.0	4		4			8	0.0%	67.1%	97.4%	
	%	62.1		4.5	22.7	1.5	9.1	100				50.0			50.0						100				
C4	#	31	2	6	25	2	4	70	4.7	27.1	3.4	1.8	No	0.5	*	3		2	2	1		8	61.9%	Yes	85.8%
	%	44.3	2.9	8.6	35.7	2.9	5.7	100				37.5			25.0	25.0	12.5				100				
C5,C6	#	52	4	12	27	1	5	101	4.4	32.1	5.3	0.4	*	5.4	4.3	10	1	2	8		1	22	91.7%	83.3%	18.9%
	%	51.5	4.0	11.9	26.7	1.0	5.0	100				45.5	4.5	9.1	36.4			4.5			100				
C8,C9	#	31	9		9	1		50	6.4	29.0	3.8	No	11.0	1.8	*	12		2	1			15	Yes	62.1%	52.6%
	%	62.0	18.0		18.0	2.0		100				80.0			13.3	6.7					100				
E2	#	39	4	3	67	13	6	132	3.8	43.1	12.9	0.8	*	No	3.1	7	1	1	17	4	1	31	79.9%	Yes	76.0%
	%	29.5	3.0	2.3	50.8	9.8	4.5	100				22.6	3.2	3.2	54.8	12.9	3.2			100					
E3,E5	#	17	3	1	21	4	1	47	5.6	36.1	15.9	No	No	7.4	1			5	2			8	Yes	Yes	53.5%
	%	36.2	6.4	2.1	44.7	8.5	2.1	100				12.5			62.5	25.0				100					
E4	#	8	2	1	3	1		15	16.2	10.9	3.4	2.9	*	No	No	4		1	2			7	82.3%	Yes	Yes
	%	53.3	13.3	6.7	20.0	6.7		100				57.1			14.3	28.6				100					
E6	#		1		3	3		7	4.6	43.5	23.4	No	0.6	*	No				1			1	Yes	98.6%	Yes
	%		14.3		42.9	42.9		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 2023: **78.0%**

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

Level of Goal Attainment for 2025: **81.6%**

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

Agency Director: General Glenn M. Walters

EEO Officer: Robert Pickering

Legend:

WM = White Male

BM = Black Male

OM = Other Male

= Number

WE = White Female

BF = Black Female

OE = 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 2023: **78.0%**

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

Level of Goal Attainment for 2025: **81.6%**

Clemson University (Page 1 of 3)

Agency Director: James P. Clements

EEO Officer: Lance Christopher Miller

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	7	1		2	1	1	12	3.1	19.2	1.9	No	2.5	*	No				1	1		
	%	58.3	8.3		16.7	8.3	8.3	100											100.0	100		
C2	#	7		1	8			16	2.8	36.5	6.0	2.8	*	No	6.0	*						
	%	43.8		6.3	50.0			100												0.0%	Yes	0.0%
C3	#	226	10	69	85	7	18	415	1.7	28.3	2.5	No	7.8	0.8		21		14	11	2	5	53
	%	54.5	2.4	16.6	20.5	1.7	4.3	100					39.6		26.4	20.8	3.8	9.4	100		Yes	72.5%
C4	#	116	5	45	86	8	29	289	2.3	31.7	2.7	0.6	1.9	No		11		12	12	2	6	43
	%	40.1	1.7	15.6	29.8	2.8	10.0	100					25.6		27.9	27.9	4.7	14.0	100		73.1%	94.1%
C5	#	70	7	52	95	7	38	269	2.3	33.3	3.4	No	No	0.8		4		14	12	1	12	43
	%	26.0	2.6	19.3	35.3	2.6	14.1	100					9.3		32.6	27.9	2.3	27.9	100		Yes	Yes
C7	#	64	1	1	59	5	7	137	2.8	36.8	4.0	2.1	No	0.4	*	4		5		1	10	
	%	46.7	0.7	0.7	43.1	3.6	5.1	100					40.0		50.0			10.0	100		24.6%	Yes
C8	#	28		7	14		3	52	2.6	31.8	4.4	2.6	4.9	4.4			1	1		2	4	
	%	53.8		13.5	26.9		5.8	100							25.0	25.0		50.0	100		0.0%	84.6%
C9	#	110	12	2	122	19	12	277	4.5	38.0	9.1	0.2	*	No	2.2		3	1	1	14	1	21
	%	39.7	4.3	0.7	44.0	6.9	4.3	100					14.3	4.8	4.8	66.7	4.8	4.8	100		95.2%	Yes
E1	#	117	15	6	177	19	10	344	3.0	37.5	5.1	No	No	No		9	1	2	15		2	29
	%	34.0	4.4	1.7	51.5	5.5	2.9	100					31.0	3.4	6.9	51.7		6.9	100		Yes	Yes

Legend: WM = White Male BM = Black Male OM = Other Male WF = White Female BF = Black Female OF = Other Female # = Number % = 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 2023: **82.0%**

Level of Goal Attainment for 2024: **77.4%**

Level of Goal Attainment for 2025: **77.3%**

Clemson University (Page 2 of 3)

Agency Director: James P. Clements

EEO Officer: Lance Christopher Miller

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL			
E21	#	311	28	24	475	58	34	930	4.0	39.1	6.2	1.0	No	No	22		6	36	1	6	71	75.3%	Yes	Yes
	%	33.4	3.0	2.6	51.1	6.2	3.7	100							31.0		8.5	50.7	1.4	8.5	100			
E22	#	35	1		79	6	7	128	3.4	39.4	6.1	2.6	No	1.4	1		6				7	23.6%	Yes	76.8%
	%	27.3	0.8		61.7	4.7	5.5	100							14.3			85.7			100			
E23	#	50	8	3	152	23	11	247	3.8	44.3	9.2	0.6	No	No	5	2	1	21	1	3	33	84.0%	Yes	Yes
	%	20.2	3.2	1.2	61.5	9.3	4.5	100							15.2	6.1	3.0	63.6	3.0	9.1	100			
E24	#	24		2	9			35	2.8	44.8	13.0	2.8*	19.1	13.0								0.0%	57.3%	0.0%
	%	68.6		5.7	25.7			100																
E25	#	77	2	6	76	5	9	175	3.4	32.9	5.5	2.3	No	2.6	4		1	9			14	32.0%	Yes	52.9%
	%	44	1.1	3.4	43.4	2.9	5.1	100							28.6		7.1	64.3			100			
E31	#				2			2	4.4	31.9	5.1	4.4*	No	5.1								0.0%	Yes	0.0%
	%				100.0			100																
E32	#	83	5	5	52	5	3	153	4.6	37.7	11.5	1.3	3.7	8.2	7		1	7		1	16	72.4%	90.2%	28.7%
	%	54.2	3.3	3.3	34.0	3.3	2.0	100							43.8		6.3	43.8		6.3	100			
E4	#	80	6	4	17	1	4	112	9.7	8.2	3.5	4.3	No	2.6	6	1	1			2	10	55.7%	Yes	26.0%
	%	71.4	5.4	3.6	15.2	0.9	3.6	100							60.0	10.0	10.0			20.0	100			
E52	#	2	1		11	3	2	19	7.6	55.9	6.5	2.3*	No	No				1			1	70.0%	Yes	Yes
	%	10.5	5.3		57.9	15.8	10.5	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 2023: **82.0%**
- Level of Goal Attainment for 2024: **77.4%**
- Level of Goal Attainment for 2025: **77.3%**

Clemson University (Page 3 of 3)

Agency Director: James P. Clements

EEO Officer: Lance Christopher Miller

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 2023: **82.0%**

Level of Goal Attainment for 2024: **77.4%**

Level of Goal Attainment for 2025: **77.3%**

Coastal Carolina University (Page 1 of 2)

Agency Director: James Winebrake

EEO Officer: Antoinette Bellamy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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			7	1	2	20	6.9	38.9	6.1	6.9	3.9	1.1	2							2	0.0%	89.9%	*		
	%	50.0			35.0	5.0	10.0	100		100.0												100		81.9%	*		
C2	#	1			4	1		6	7.0	44.0	7.3	7.0	*	No	No									0.0%	*	Yes	Yes
	%	16.7			66.7	16.7		100																			
C3	#	85	3	12	40	2	5	147	1.3	37.5	5.7	No	10.3	4.3	7			5		1	13		Yes	72.6%	24.7%		
	%	57.8	2.0	8.2	27.2	1.4	3.4	100		53.8						38.5			7.7	100							
C4	#	45	1	8	50	7	2	113	5.7	31.8	3.8	4.8	No	No	7		2	9			18		15.9%	Yes	Yes	Yes	
	%	39.8	0.9	7.1	44.2	6.2	1.8	100		38.9			11.1	50.0							100						
C5	#	37	6	16	39	4	11	113	2.6	33.3	3.9	No	No	0.4	*	9		5	13		4	31		Yes	Yes	89.7%	*
	%	32.7	5.3	14.2	34.5	3.5	9.7	100		29.0			16.1	41.9			12.9	100									
C7,C8	#	71	6	10	88	3	10	188	2.8	32.5	4.6	No	No	3.0	8	3	9	11		3	34		Yes	Yes	34.4%		
	%	37.8	3.2	5.3	46.8	1.6	5.3	100		23.5	8.8		26.5	32.4			8.8	100									
C9	#	49	16	5	23	1	2	96	5.2	25.9	4.5	No	1.9	3.5	19	11	1	6		1	38		Yes	92.8%	22.1%		
	%	51.0	16.7	5.2	24.0	1.0	2.1	100		50.0	28.9		2.6	15.8			2.6	100									
E2	#	121	19	9	243	23	23	438	3.5	44.7	9.0	No	No	3.7	19	7	1	50	8	6	91		Yes	Yes	59.2%		
	%	27.6	4.3	2.1	55.5	5.3	5.3	100		20.9	7.7		1.1	54.9	8.8		6.6	100									
E3	#	26	4	3	33	10	4	80	3.1	34.8	6.3	No	No	No	2	1		10		1	14		Yes	Yes	Yes		
	%	32.5	5.0	3.8	41.3	12.5	5.0	100		14.3	7.1			71.4			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 2023: **80.4%**
- Level of Goal Attainment for 2024: **80.5%**
- Level of Goal Attainment for 2025: **79.5%**

Coastal Carolina University (Page 2 of 2)

Agency Director: James Winebrake

EEO Officer: Antoinette Bellamy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	35	5	1	3			44	10.1	9.7	2.8	No	2.9	2.8	5	1		2			8	Yes	70.0%	0.0%		
	%	79.5	11.4	2.3	6.8			100							62.5	12.5		25.0			100					
E5	#				35	4	2	41	0.3	62.5	7.2	0.3	*	No	No				6	2	1	9	0.0%	*	Yes	Yes
	%				85.4	9.8	4.9	100										66.7	22.2	11.1	100					
E6	#	6			10	2	3	21	2.8	61.1	7.4	2.8	*	13.5	No	2			2		1	5	0.0%	*	77.9%	Yes
	%	28.6			47.6	9.5	14.3	100							40.0			40.0			20.0	100				
E7,E8	#	142	6	18	17	16	5	204	9.3	8.0	6.4	6.4		No	No	27	2		3	3	1	36	31.2%	Yes	Yes	Yes
	%	69.6	2.9	8.8	8.3	7.8	2.5	100							75.0	5.6		8.3	8.3	2.8	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 2023: **80.4%**
- Level of Goal Attainment for 2024: **80.5%**
- Level of Goal Attainment for 2025: **79.5%**

College of Charleston (Page 1 of 2)

Agency Director: Dr. Andrew T. Hsu
EEO Officer: Kimberly Gertner

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	59	5	5	64	13	6	152	3.8	34.1	6.6	0.5	*	No	No	11		1	7	3		22	87.2%	Yes	Yes	
	%	38.8	3.3	3.3	42.1	8.6	3.9	100		50.0			4.5	31.8	13.6							100				
C2	#	15	1	2	12		1	31	2.0	37.6	4.7	No	No	4.7		4						4	Yes	Yes	0.0%	
	%	48.4	3.2	6.5	38.7		3.2	100		100.0												100				
C3	#	72	1	14	56	3	4	150	3.2	35.2	2.5	2.5	No	0.5	*	3	1		5	2	2	13	21.6%	Yes	80.0%	
	%	48.0	0.7	9.3	37.3	2.0	2.7	100		23.1	7.7			38.5	15.4	15.4						100				
C4	#	73	5	12	68	4	10	172	2.0	36.7	6.4	No	No	4.1		4		1	6		2	13	Yes	Yes	35.7%	
	%	42.4	2.9	7.0	39.5	2.3	5.8	100		30.8			7.7	46.2							15.4	100				
C5	#	28	3	12	39	7	16	105	2.3	33.1	4.2	No	No	No		4		3	3		3	13	Yes	Yes	Yes	
	%	26.7	2.9	11.4	37.1	6.7	15.2	100		30.8			23.1	23.1							23.1	100				
C6	#	17	1	7	33	1	6	65	3.4	40.2	8.8	1.9	No	7.3		1			6		2	9	44.2%	Yes	17.0%	
	%	26.2	1.5	10.8	50.8	1.5	9.2	100		11.1				66.7							22.2	100				
C7	#	1			1	1	1	4	3.5	38.8	6.0	3.5	*	13.8	*	No						1	1	0.0%	64.4%	Yes
	%	25.0			25.0	25.0	25.0	100														100.0	100			
C8,C9	#	43	4	5	30	1	3	86	6.7	29.4	5.4	2.0	No	4.2		8	1	1	10	5	2	27	70.3%	Yes	22.4%	
	%	50.0	4.7	5.8	34.9	1.2	3.5	100		29.6	3.7	3.7	37.0	18.5	7.4							100				
E2	#	104	21	10	193	54	28	410	5.8	36.3	11.8	0.7	No	No		27	7	4	62	16	9	125	87.5%	Yes	Yes	
	%	25.4	5.1	2.4	47.1	13.2	6.8	100		21.6	5.6	3.2	49.6	12.8	7.2							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 2023: **78.9%**
- Level of Goal Attainment for 2024: **78.3%**
- Level of Goal Attainment for 2025: **79.3%**

College of Charleston (Page 2 of 2)

Agency Director: Dr. Andrew T. Hsu
EEO Officer: Kimberly Gertner

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	18	1	7	12	5	1	44	5.8	28.2	7.5	3.5	0.9	No	3	1		3	2	1	10	39.8%	96.7%	Yes
	%	40.9	2.3	15.9	27.3	11.4	2.3	100				30.0	10.0		30.0	20.0	10.0	100						
E4	#	15	5	6	1	1	1	29	15.4	6.4	4.3	No	3.0	*	4	1	3				8	Yes	52.9%	79.4%
	%	51.7	17.2	20.7	3.4	3.4	3.4	100				50.0	12.5	37.5							100			
E5	#	5	2	1	26	21	5	60	2.2	50.8	14.7	No	7.5	No	1	2		6	2	1	12	Yes	85.3%	Yes
	%	8.3	3.3	1.7	43.3	35.0	8.3	100				8.3	16.7		50.0	16.7	8.3	100						
E6	#	1			4	2		7	2.9	49.3	19.8	2.9	*	No	No	1		3			4	0.0%	Yes	Yes
	%	14.3			57.1	28.6		100				25.0			75.0						100			
E7	#	17	16	1		1		35	16.4	3.3	3.4	No	3.3	*	4	4					8	Yes	0.0%	86.0%
	%	48.6	45.7	2.9		2.9		100				50.0	50.0								100			
E8	#	14	23	1	2	16		56	19.9	8.9	14.5	No	5.3	No	3	3					6	Yes	40.6%	Yes
	%	25.0	41.1	1.8	3.6	28.6		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 2023: **78.9%**
- Level of Goal Attainment for 2024: **78.3%**
- Level of Goal Attainment for 2025: **79.3%**

Department of Commerce

Agency Director: Harry Lightsey
EEO Officer: Erin Johnson

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025						3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025						6 % of Goals Met Based on Adjusted Availability								
	WM	BM	OM	WF	BF	OF		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF					
E1	#	11	1		23	7		42	3.6	27.4	3.7	1.2	*	No	No						66.7% *	Yes	Yes		
	%	26.2	2.4		54.8	16.7		100																	
E2	#	14	4	2	21	14	1	56	4.7	37.2	8.3	No	No	No		7	1		12	6	1	27	Yes	Yes	Yes
	%	25.0	7.1	3.6	37.5	25.0	1.8	100								25.9	3.7		44.4	22.2	3.7	100			
E3	#		1					1	8.3	15.2	5.6	No	15.2	*	5.6	*							Yes	0.0%	0.0%
	%		100.0					100																	
E5	#					1		1	1.1	66.0	15.6	1.1	*	66.0	*	No							0.0%	0.0%	Yes
	%					100.0		100																	
	#																								
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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 2023: **89.7%**

Level of Goal Attainment for 2024: **95.2%**

Level of Goal Attainment for 2025: **95.8%**

Commission for Community Advancement and Engagement

Agency Director: Dr. Delores Dacosta

EEO Officer: Diana McCoy

Legend:

WM = White Male

BM = Black Male

OM = Other Male

= Number

WF = White Female

BF = Black Female

OE = 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 2023: -

Level of Goal Attainment for 2024: **80.0%**

Level of Goal Attainment for 2025: **83.4%**

Comptroller General's Office

Agency Director: Brian J. Gaines
EEO Officer: English Britton

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	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	1	6	3		15	5.2	34.3	10.4	No	No	No					1		1		Yes	Yes	Yes	
	%	26.7	6.7	6.7	40.0	20.0		100											100.0		100					
E2	#		1		4	1		6	3.6	42.5	13.5	No	No	No					1		1		Yes	Yes	Yes	
	%		16.7		66.7	16.7		100											100.0		100					
E5	#	1			5	3	1	10	2.2	53.8	17.7	2.2	3.8	*	No								0.0%	*	92.9%	*
	%	10.0			50.0	30.0	10.0	100																	Yes	
	#																									
	#																									
	#																									
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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 2023: **98.4%**
- Level of Goal Attainment for 2024: **97.3%**
- Level of Goal Attainment for 2025: **99.1%**

SC Department of Consumer Affairs

Agency Director: Carri Grube Lybarker

EEO Officer: Jennie Daniels

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability									
	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	25.4	13.0	11.8	25.4	*	No	11.8	*								0.0%	*	Yes	0.0%	
	%				100.0			100																				
E2	#	12	4	2	7	13		38	4.9	44.9	17.9	No	26.5	No		2	1		1	2		6			Yes	41.0%	Yes	
	%	31.6	10.5	5.3	18.4	34.2		100					33.3	16.7			16.7	33.3				100						
E3	#	1						1	11.3	15.2	9.7	11.3	*	15.2	*	9.7	*								0.0%	*	0.0%	*
	%	100.0						100																				
E5	#				1	1		2	4.5	45.7	24.2	4.5	*	No	No				1		1		0.0%	*	Yes	Yes		
	%				50.0	50.0		100									100.0				100							
	#																											
	#																											
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	#																											

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.
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Goal Attainment:

- Level of Goal Attainment for 2023: **86.3%**
- Level of Goal Attainment for 2024: **95.8%**
- Level of Goal Attainment for 2025: **90.2%**

SC Department of Corrections

Agency Director: Joel Anderson (Interim Director)

EEO Officer: Johnathon Moore

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	113	102	9	46	128	2	400	11.9	19.0	10.7	No	7.5	No	7	4		1	3		15	Yes	60.7%	Yes
	%	28.3	25.5	2.3	11.5	32.0	0.5	100							46.7	26.7		6.7	20.0		100			
E2	#	482	367	28	291	335	19	1522	5.5	41.5	21.7	No	22.4	No	9	5	1	11	26	1	53	Yes	46.0%	Yes
	%	31.7	24.1	1.8	19.1	22.0	1.2	100							17.0	9.4	1.9	20.8	49.1	1.9	100			
E3	#	9	5	1	36	23	3	77	5.6	39.9	22.3	No	No	No		1			1		2	Yes	Yes	Yes
	%	11.7	6.5	1.3	46.8	29.9	3.9	100							50.0			50.0			100			
E4	#	449	473	58	174	766	20	1940	27.7	5.4	16.4	3.3	No	No	57	58	11	9	58	6	199	87.9%	Yes	Yes
	%	23.1	24.4	3.0	9.0	39.5	1.0	100							28.6	29.1	5.5	4.5	29.1	3.0	100			
E5	#	9	11		44	123	4	191	2.8	53.3	23.9	No	30.3	No		2		2	2		6	Yes	43.2%	Yes
	%	4.7	5.8		23.0	64.4	2.1	100							33.3		33.3	33.3			100			
E6	#	1			6		1	8	6.5	42.1	24.6	6.5*	No	24.6				1	1		2	0.0%	Yes	0.0%
	%	12.5			75.0		12.5	100							50.0	50.0					100			
E7	#	93	21	3	2		1	120	17.0	4.0	1.9	No	2.3	1.9	2	1	1				4	Yes	42.9%	0.0%
	%	77.5	17.5	2.5	1.7		0.8	100							50.0	25.0	25.0				100			
E8	#	20	5		5	8		38	13.6	12.7	7.9	0.4*	No	No				1			1	96.8%	Yes	Yes
	%	52.6	13.2		13.2	21.1		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 2023: **81.9%**
- Level of Goal Attainment for 2024: **82.4%**
- Level of Goal Attainment for 2025: **81.6%**

SC Criminal Justice Academy

Agency Director: Lewis J. Swindler, Jr

EEO Officer: Debbie Bryant

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	7	1		3		11	1.3	30.7	4.0	No	3.4	*	4.0								Yes	89.0%	0.0%		
	%	63.6	9.1		27.3		100																			
E2	#	8	1	1	25	4	1	40	3.9	46.0	12.9	1.4	*	No	2.9	2	1		3		6	64.3%	*	Yes	77.4%	
	%	20.0	2.5	2.5	62.5	10.0	2.5	100								33.3	16.7		50.0			100				
E2A	#	4	1	1		1		7	4.1	35.5	7.9	No	35.5	No								Yes	0.0%	Yes	Yes	
	%	57.1	14.3	14.3		14.3		100																		
E2B	#	30	2	5	10			47	3.8	34.5	6.7	No	13.2	6.7		4	1	2	2			9	Yes	61.7%	0.0%	Yes
	%	63.8	4.3	10.6	21.3			100								44.4	11.1	22.2	22.2			100				
E3	#	1						1	4.5	13.9	8.7	4.5	*	13.9	*	8.7	*					0.0%	0.0%	0.0%	Yes	
	%	100.0						100																		
E5	#			1	1			2	2.3	54.2	19.1	2.3	*	4.2	*	No			2		2	0.0%	*	92.2%	Yes	
	%			50.0	50.0			100										100.0			100					
E7	#	10	4	3	2	2		21	11.9	6.9	5.4	No	No	No		3	3		1		7	Yes	Yes	Yes	Yes	
	%	47.6	19.0	14.3	9.5	9.5		100								42.9	42.9		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 2023: **83.8%**

Level of Goal Attainment for 2024: **77.6%**

Level of Goal Attainment for 2025: **80.3%**

SC School for the Deaf and the Blind

Agency Director: Jolene Madison

EEO Officer: Monique Mosley

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025						3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025						6 % of Goals Met Based on Adjusted Availability								
	WM	BM	OM	WF	BF	OF		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	13	1		15	3		32	5.0	37.3	7.7	1.9	*	No	No	2			1	1		4	62.4%	Yes	Yes
	%	40.6	3.1		46.9	9.4		100				50.0				25.0	25.0			100					
E2	#	25	5		84	25	3	142	2.9	49.9	13.4	No	No	No	1			9	6	2	18	Yes	Yes	Yes	
	%	17.6	3.5		59.2	17.6	2.1	100				5.6			50.0	33.3	11.1	100		100					
E3	#				3	3		6	4.9	35.6	10.6	4.9	*	No	No				1	2		3	0.0%	Yes	Yes
	%				50.0	50.0		100								33.3	66.7			100					
E5	#	4	2	1	35	21	6	69	4.9	44.8	14.1	2.0	No	No	1	1		7	2		11	59.3%	Yes	Yes	
	%	5.8	2.9	1.4	50.7	30.4	8.7	100				9.1	9.1		63.6	18.2			100						
E6	#	1		1	1	1		4	11.8	11.4	3.8	11.8	*	No	No								0.0%	Yes	Yes
	%	25.0		25.0	25.0	25.0		100																	
E7	#	12	2		2	6		22	9.4	14.6	10.1	0.3	*	5.5	No	1	1		1	1		4	96.8%	62.4%	Yes
	%	54.5	9.1		9.1	27.3		100				25.0	25.0		25.0	25.0			100						
E8	#	3				1		4	10.1	12.3	5.9	10.1	*	12.3	*	No	2					2	0.0%	0.0%	Yes
	%	75.0				25.0		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 2023: **88.1%**
- Level of Goal Attainment for 2024: **90.9%**
- Level of Goal Attainment for 2025: **93.0%**

SC Department of Behavioral Health & Developmental Disabilities, Office of Intellectual & Developmental Disabilities

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

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability							
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	6	4		24	22		56	7.3	28.2	14.9	0.2	*	No	No	1	3		2	2		8	97.6%	Yes	Yes	
	%	10.7	7.1		42.9	39.3		100					12.5	37.5			25.0	25.0				100				
E2	#	28	48	7	114	166	13	376	6.2	37.6	21.8	No	7.3	No		7	29	2	19	46	3	106	Yes	80.6%	Yes	
	%	7.4	12.8	1.9	30.3	44.1	3.5	100					6.6	27.4	1.9	17.9	43.4	2.8	100							
E3	#	7	4	3	31	28	1	74	4.1	43.8	21.2	No	1.9	No		1	3	1	6	15		26	Yes	95.7%	Yes	
	%	9.5	5.4	4.1	41.9	37.8	1.4	100					3.8	11.5	3.8	23.1	57.7				100					
E5	#	13	156	3	81	563	18	834	7.2	24.0	45.9	No	14.3	No		11	115	1	71	345	12	555	Yes	40.4%	Yes	
	%	1.6	18.7	0.4	9.7	67.5	2.2	100					2.0	20.7	0.2	12.8	62.2	2.2	100							
E6	#	1	1		12	27		41	5.0	31.7	29.9	2.6	2.4	*	No		1	2		3	8		14	48.2%	92.6%	Yes
	%	2.4	2.4		29.3	65.9		100					7.1	14.3			21.4	57.1				100				
E7	#	20	4	3	2	2		31	16.9	5.4	2.6	4.0	No	No		3	1	1	1			6	76.3%	Yes	Yes	
	%	64.5	12.9	9.7	6.5	6.5		100					50.0	16.7	16.7	16.7					100					
E8	#	26	29	5	20	60	5	145	20.8	15.3	18.1	0.8	1.5	No		2	12	4	9	11	3	41	96.1%	90.4%	Yes	
	%	17.9	20.0	3.4	13.8	41.4	3.4	100					4.9	29.3	9.8	22.0	26.8	7.3	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 2023: **81.6%**
- Level of Goal Attainment for 2024: **84.0%**
- Level of Goal Attainment for 2025: **91.3%**

SC Department of Education

Agency Director: Ellen Weaver

EEO Officer: Lisa K. McCloud

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10	2		11	9	1	33	4.0	36.4	13.0	No	3.1	No	3	1		5			9	Yes	91.5%	Yes
	%	30.3	6.1		33.3	27.3	3.0	100							33.3	11.1		55.6			100			
E2A	#	63	14	5	141	68	9	300	5.3	35.9	13.4	0.6	No	No	8	2	1	17	4	2	34	89.0%	Yes	Yes
	%	21.0	4.7	1.7	47.0	22.7	3.0	100							23.5	5.9	2.9	50.0	11.8	5.9	100			
E2B	#	38	8	3	25	19	4	97	6.7	22.6	8.7	No	No	No	1	1		4	5		11	Yes	Yes	Yes
	%	39.2	8.2	3.1	25.8	19.6	4.1	100							9.1	9.1		36.4	45.5		100			
E2C	#	16	6	2	25	25	4	78	5.5	41.0	19.3	No	8.9	No				3	2		5	Yes	78.3%	Yes
	%	20.5	7.7	2.6	32.1	32.1	5.1	100										60.0	40.0		100			
E5,E6	#	1	1		11	11	2	26	2.2	61.1	15.2	No	18.8	No				1			1	Yes	69.3%	Yes
	%	3.8	3.8		42.3	42.3	7.7	100										100.0			100			
E7	#	251	55	8	25	2		341	13.4	4.0	2.2	No	No	1.6	52	7	3	1			63	Yes	Yes	26.9%
	%	73.6	16.1	2.3	7.3	0.6		100							82.5	11.1	4.8	1.6			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 2023: **89.7%**
- Level of Goal Attainment for 2024: **82.1%**
- Level of Goal Attainment for 2025: **91.9%**

SC Education Lottery

Agency Director: Dolly J. Garfield

EEO Officer: Claire B. Jones

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	7	4	1	9	2		23	4.5	30.0	5.0	No	No	No		3	2		5	Yes	Yes	Yes	
	%	30.4	17.4	4.3	39.1	8.7		100							60.0		40.0		100				
E2	#	24	7	3	16	13	3	66	8.0	20.8	15.4	No	No	No	4	1	1	1	12	Yes	Yes	Yes	
	%	36.4	10.6	4.5	24.2	19.7	4.5	100							33.3	8.3	8.3	8.3	100				
E3	#	8	1	1	2	5	1	18	11.1	15.8	12.8	5.5	4.7	No	1			2	1	4	50.5%	70.5%	Yes
	%	44.4	5.6	5.6	11.1	27.8	5.6	100							25.0			50.0	25.0	100			
E5	#		1		7	3		11	9.4	40.2	24.2	0.3	No	No		1		2		3	96.3%	Yes	Yes
	%		9.1		63.6	27.3		100							33.3		66.7		100				
E6	#				1	3		4	4.0	40.1	23.1	4.0	15.1	No				1		1	0.0%	62.4%	Yes
	%				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 2023: **90.8%**
- Level of Goal Attainment for 2024: **92.5%**
- Level of Goal Attainment for 2025: **91.4%**

Educational Television Commission

Agency Director: Adrienne R. Fairwell

EEO Officer: Thomas W. Mayer

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	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	7.6	22.6	10.7	No	22.6	No										Yes	0.0%	Yes
	%	33.3	16.7			50.0		100																		
E2	#	41	15	2	24	22	5	109	11.7	22.0	10.2	No	No	No	2	3	2	4	8	1	20	Yes	Yes	Yes		
	%	37.6	13.8	1.8	22.0	20.2	4.6	100							10.0	15.0	10.0	20.0	40.0	5.0	100					
E3	#	10	2	1	5	2	1	21	10.7	27.0	8.6	1.2*	3.2*	No	2	1		1			4	89.0%*	88.3%*	Yes		
	%	47.6	9.5	4.8	23.8	9.5	4.8	100							50.0	25.0		25.0			100					
E5,E6	#				4	1		5	6.0	38.9	24.6	6.0*	No	4.6*									0.0%	*Yes	81.3%*	
	%				80.0	20.0		100																		
E7	#	4						4	20.5	5.9	4.8	20.5*	5.9*	4.8*	1						1	0.0%	*0.0%	0.0%		
	%	100.0						100							100.0						100					
	#																									
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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 2023: **84.4%**
- Level of Goal Attainment for 2024: **81.2%**
- Level of Goal Attainment for 2025: **87.1%**

State Election Commission

Agency Director: Howard Knapp
EEO Officer: Sharese Johnson

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1,E2	#	13	1	1	18	11	2	46	5.2	31.2	8.0	3.0	No	No	2	1	1	2	6	42.2%	Yes	Yes		
	%	28.3	2.2	2.2	39.1	23.9	4.3	100		33.3		16.7	16.7	33.3					100					
E3,E5	#	10	2		1	3		16	8.8	43.0	11.5	No	36.7	No							Yes	14.6%	Yes	
	%	62.5	12.5		6.3	18.8		100																
E6	#		2					2	12.2	26.3	23.2	No	26.3	*	23.2	*						Yes	0.0%	*
	%		100.0					100																
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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 2023: **98.4%**

Level of Goal Attainment for 2024: **82.3%**

Level of Goal Attainment for 2025: **79.6%**

SC Department of Employment and Workforce

Agency Director: William H. Floyd, III

EEO Officer: Shalish Shine

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#	21	4		12	8	3	48	4.9	20.9	3.5	No	No	No		1	2	8	11	Yes	Yes	Yes		
	%	43.8	8.3		25.0	16.7	6.3	100					9.1		18.2		72.7		100					
E2A,E2B,E2C,E2D	#	61	14	163	245	24	507	6.7	31.3	18.6	No	No	No	16	16	10	25	53	9	129	Yes	Yes	Yes	
	%	12.0	2.8	32.1	48.3	4.7	100							12.4	12.4	7.8	19.4	41.1	7.0	100				
E3	#	16	9	4	5	7	2	43	10.4	13.8	6.8	No	2.2	*	No	3	2	2	1	1	9	Yes	84.0%	Yes
	%	37.2	20.9	9.3	11.6	16.3	4.7	100							33.3	22.2	22.2		11.1	11.1	100			
E6	#	1			1	4		6	5.9	39.0	26.9	5.9	22.3	No							0.0%	42.8%	Yes	
	%	16.7			16.7	66.7		100																
E7,E8	#	8	1	1				10	18.9	3.4	3.7	8.9	3.4	*	3.7	3	1	1			5	52.8%	0.0%	0.0%
	%	80.0	10.0	10.0				100							60.0	20.0	20.0				100			
	#																							
	#																							
	#																							
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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 2023: **85.3%**
- Level of Goal Attainment for 2024: **93.4%**
- Level of Goal Attainment for 2025: **90.0%**

SC Department of Environmental Services

Agency Director: Myra Reece

EEO Officer: Renee Lucas

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1,E1B,E1C	#	98	4	6	74	13	2	197	2.7	31.4	8.4	0.7	No	1.8	21		2	19	1	1	44	75.0%	Yes	78.4%	
	%	49.7	2.0	3.0	37.6	6.6	1.0	100				47.7			4.5	43.2	2.3	2.3	100						
E2,E2A,E2B,E2C	#	322	32	12	317	98	34	815	13.5	19.2	11.5	9.6	No	No	68	7	5	93	39	16	228	29.0%	Yes	Yes	
	%	39.5	3.9	1.5	38.9	12.0	4.2	100				29.8			3.1	2.2	40.8	17.1	7.0	100					
E3	#	23	4	1	18	4	3	53	4.5	25.0	5.8	No	No	No	10	1		9	2	3	25	Yes	Yes	Yes	
	%	43.4	7.5	1.9	34.0	7.5	5.7	100				40.0			4.0		36.0	8.0	12.0	100					
E4	#	4						4	7.4	7.0	1.7	7.4	*	7.0	*	2						2	0.0%	0.0%	0.0%
	%	100.0						100				100.0										100			
E5	#		1		9	10	2	22	2.9	46.8	31.1	No	5.9	No				4		1	5	Yes	87.4%	Yes	
	%		4.5		40.9	45.5	9.1	100										80.0		20.0	100				
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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 2023: -
- Level of Goal Attainment for 2024: **82.5%**
- Level of Goal Attainment for 2025: **89.1%**

State Ethics Commission

Agency Director: Meghan Walker Dayson

EEO Officer: Ami R. Franklin

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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		4	6		13	8.3	35.0	18.3	0.6	4.2	No	1			1	2		4	93.1%	88.1%	Yes
	%	15.4	7.7		30.8	46.2		100				25.0			25.0	50.0		100						
E2E,E5	#	2			2			4	9.4	28.3	15.0	9.4	15.0	No								0.0%	Yes	0.0%
	%	50.0			50.0			100																
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SC Board of Financial Institutions

Agency Director: Kathy Bickham & Ronald Bodvake

EEO Officer: Lisa O'Sullivan

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 2023: **92.2%**

Level of Goal Attainment for 2024: **89.8%**

Level of Goal Attainment for 2025: **92.0%**

First Steps

Agency Director: Ann Vandervliet
EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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	2.4	36.1	16.8	2.4	No	16.8	1							1	0.0%	Yes	0.0%
	%			100.0			100							100.0								100		
E2	#	3		15	9	1	28	5.1	30.7	23.2	5.1	No	No	2			5	2		9	0.0%	Yes	Yes	
	%	10.7		53.6	32.1	3.6	100							22.2			55.6	22.2			100			
E3	#	2		2			4	11.1	21.1	18.5	11.1	No	18.5	1			1		1	3	0.0%	Yes	0.0%	
	%	50.0		50.0			100							33.3			33.3		33.3	100				
E5	#	1		16	5	1	23	8.7	30.1	28.7	4.4	No	7.0	1	1	2				4	49.6%	Yes	75.7%	
	%	4.3		69.6	21.7	4.3	100							25.0	25.0	50.0				100				
E6	#			3	3		6	8.1	41.0	22.3	8.1	No	No				2	2	1	5	0.0%	Yes	Yes	
	%			50.0	50.0		100										40.0	40.0	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 2023: -

Level of Goal Attainment for 2024: -

Level of Goal Attainment for 2025: **82.5%**

State Fiscal Accountability Authority

Agency Director: Grant Gillespie

EEO Officer: Elva Cromwell

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	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	2		10	3.4	31.1	5.7	No	1.1*	No				1			1	Yes	96.5%	*	Yes	
	%	30.0	20.0		30.0	20.0		100											100.0			100				
E2	#	37	8		26	29	5	105	4.3	32.2	10.9	No	7.4	No	4	2		4	5	2	17	Yes	76.9%	Yes		
	%	35.2	7.6		24.8	27.6	4.8	100							23.5	11.8		23.5	29.4	11.8	100					
E3	#	1	1					2	9.6	16.5	9.9	No	16.5*	9.9*									Yes	0.0%	*	0.0%
	%	50.0	50.0					100																		
E5	#	1	2					3	2.3	52.3	8.2	No	52.3	8.2*									Yes	0.0%	0.0%	
	%	33.3	66.7					100															0.0%	67.6%	*	Yes
	#				2	3		5	2.2	59.2	18.7	2.2*	19.2*	No												
	%				40.0	60.0		100																		
	#																									
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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 2023: **81.0%**
- Level of Goal Attainment for 2024: **86.3%**
- Level of Goal Attainment for 2025: **85.6%**

SC Forestry Commission

Agency Director: Scott Phillips
EEO Officer: Krista Emory

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	26			4	1		31	0.7	16.9	3.0	0.7	4.0	No	1						1	0.0%	76.1%	Yes	
	%	83.9			12.9	3.2		100				100.0									100				
E2	#	86			20	4	1	111	4.1	11.7	4.2	4.1	No	0.6	*	10			6	3		19	0.0%	Yes	84.7%
	%	77.5			18.0	3.6	0.9	100				52.6			31.6	15.8					100				
E3	#	3			8	1		12	15.1	21.3	14.9	15.1	No	6.6	*								0.0%	Yes	55.5%
	%	25.0			66.7	8.3		100																	
E4	#	154	7		2			163	5.1	3.8	0.2	0.8	2.6	0.2	*	13						13	84.8%	31.2%	0.0%
	%	94.5	4.3		1.2			100				100.0										100			
E5	#				2			2	1.1	64.3	11.9	1.1	No	11.9	*						1	1	0.0%	Yes	0.0%
	%				100.0			100													100.0		100		
E6	#	1	1		18	7		27	9.5	41.9	15.3	5.8	No	No					6	2		8	38.9%	Yes	Yes
	%	3.7	3.7		66.7	25.9		100											75.0	25.0		100			
E7	#	7	1					8	12.3	1.2	0.3	No	1.2	0.3	*	1						1	Yes	0.0%	0.0%
	%	87.5	12.5					100				100.0										100			
E8	#		1					1	6.7	11.5	2.1	No	11.5	2.1	*								Yes	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 2023: **57.7%**
- Level of Goal Attainment for 2024: **65.5%**
- Level of Goal Attainment for 2025: **73.2%**

Francis Marion University

Agency Director: Dr. L. Fred Carter

EEO Officer: Dr. Todd Couch

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
C1,E1	#	11	2		15	2	1	31	5.8	35.7	8.4	No	No	1.9	*	1	1			2	Yes	Yes	77.2%	
	%	35.5	6.5		48.4	6.5	3.2	100							50.0	50.0				100				
C2,C3	#	45	1	2	35	3	4	90	2.1	36.5	4.9	1.0	*	No	1.6		1		5	1	7	53.2%	Yes	67.9%
	%	50.0	1.1	2.2	38.9	3.3	4.4	100							14.3			71.4		14.3	100			
C4,C5	#	39	6	5	48	9	10	117	3.1	36.6	3.9	No	No	No		5	2	2	7	2	20	Yes	Yes	Yes
	%	33.3	5.1	4.3	41	7.7	8.5	100							25.0	10.0	10.0	35.0	10.0	10.0	100			
C6,C7,C8,C9	#	16	1	3	15	6	1	42	4.7	30.8	5.6	2.3	*	No	No		2		1	1	2	50.6%	Yes	Yes
	%	38.1	2.4	7.1	35.7	14.3	2.4	100							33.3			16.7	16.7	33.3	100			
E2	#	17	7	3	37	11	1	76	4.6	32.4	9.7	No	No	No		4	3		9	2	18	Yes	Yes	Yes
	%	22.4	9.2	3.9	48.7	14.5	1.3	100							22.2	16.7		50.0	11.1		100			
E3	#	4	3	1	3	1		12	9.8	22.0	13.7	No	No	5.4	*			1			1	Yes	Yes	60.7%
	%	33.3	25.0	8.3	25	8.3		100									100.0				100			
E4,E7	#	20	4	1	1	1		27	14.8	3.4	3.4	No	No	No		3			1		4	Yes	Yes	Yes
	%	74.1	14.8	3.7	3.7	3.7		100							75.0			25.0			100			
E5,E6	#	3	2	1	20	11		37	4.7	51.8	22.0	No	No	No				2	1		3	Yes	Yes	Yes
	%	8.1	5.4	2.7	54.1	29.7		100										66.7	33.3		100			
E8	#	13	22		4	17		56	26.5	11.1	23.6	No	4.0	No		3	2	1	2	2	10	Yes	63.8%	Yes
	%	23.2	39.3		7.1	30.4		100							30.0	20.0	10.0	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 2023: **87.3%**

Level of Goal Attainment for 2024: **90.1%**

Level of Goal Attainment for 2025: **91.6%**

Governor's School for Agriculture at John de la Howe

Agency Director: Dr. Tim Keown
EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	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	5.9	29.6	10.2	No	No	10.2													
	%		50.0		50.0		100																			
E2	#	9	4		19	2	34	6.4	39.5	11.9	No	No	6.0	5			7	1		13						
	%	26.5	11.8		55.9	5.9	100							38.5			53.8	7.7		100						
E5	#			2	1		3	6.1	48.1	18.9	6.1	No	No						1		1		0.0%	*	Yes	Yes
	%			66.7	33.3		100											100.0		100						
E6	#			2			2	2.0	65.4	21.5	2.0	No	21.5					1		1			0.0%	*	Yes	0.0%
	%			100.0			100										100.0		100							
E7	#	5	1				6	13.2	0.4	4.0	No	0.4	4.0	2						2						
	%	83.3	16.7				100							100.0						100					Yes	0.0%
E8	#	10		10	1	1	22	15.8	23.3	17.2	15.8	No	12.7	2			3		5				0.0%		Yes	26.2%
	%	45.5		45.5	4.5	4.5	100							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 2023: **95.3%**
- Level of Goal Attainment for 2024: **84.2%**
- Level of Goal Attainment for 2025: **81.3%**

SC Governor's School for the Arts & Humanities

Agency Director: Dr. Cedric Adderley

EEO Officer: LaTomya Doctor

Legend:

WM = White Male

BM = Black Male

OM = Other Male

= Number

WF = White Female

BF = Black Female

OE = 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 2023: **86.9%**

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

Level of Goal Attainment for 2025: **93.0%**

SC Governor's School for Science and Mathematics

Agency Director: Daniel Dorsel
EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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	#	26	1	3	34	9	3	76	11.8	33.2	23.0	10.5	No	11.2	2			3	2		7	11.0%	Yes	51.2%
	%	34.2	1.3	3.9	44.7	11.8	3.9	100				28.6			42.9	28.6					100			
E3,E4,E5	#	6	5		9	2	1	23	18.4	18.6	19.9	No	No	11.2	1	2		2			5	Yes	Yes	43.7%
	%	26.1	21.7		39.1	8.7	4.3	100				20.0	40.0		40.0						100			
E6	#				3	1		4	4.6	41.5	19.4	4.6	No	No				1			1	0.0%	Yes	Yes
	%				75.0	25.0		100								100.0					100			
E7	#	4						4	28.7	12.5	0.0	28.7	12.5	No	1						1	0.0%	0.0%	*
	%	100.0						100				100.0									100			
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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 2023: **89.1%**
- Level of Goal Attainment for 2024: **68.8%**
- Level of Goal Attainment for 2025: **70.6%**

Department of Health and Human Services

Agency Director: Eunice Medina

EEO Officer: Nicole Palmer

Job Group (EEO Category)	Actual Workforce on 9/30/2025								Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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	5	1	11	5	1	29	4.0	39.2	9.7	No	1.3*	No	1			1	2		4	Yes	96.7%	Yes	
	%	20.7	17.2	3.4	37.9	17.2	3.4	100							25.0			25.0	50.0		100				
E2A	#	19	8	2	69	136	7	241	4.7	43.6	17.8	1.4	15.0	No	4	1	1	9	25	2	42	70.5%	65.6%	Yes	
	%	7.9	3.3	0.8	28.6	56.4	2.9	100							9.5	2.4	2.4	21.4	59.5	4.8	100				
E2B	#	43	43	8	264	469	45	872	4.9	44.0	18.0	No	13.7	No	16	11	3	73	149	20	272	Yes	68.8%	Yes	
	%	4.9	4.9	0.9	30.3	53.8	5.2	100							5.9	4.0	1.1	26.8	54.8	7.4	100				
E3	#	33	16	5	14	23	6	97	6.8	20.2	7.9	No	5.8	No	10	6	2	1	4	3	26	Yes	71.4%	Yes	
	%	34.0	16.5	5.2	14.4	23.7	6.2	100							38.5	23.1	7.7	3.8	15.4	11.5	100				
E5	#	1			6	16	2	25	2.1	60.6	16.5	2.1*	36.6	No				1	3	1	5	0.0%	39.6%	Yes	
	%	4.0			24.0	64.0	8.0	100										20.0	60.0	20.0	100				
E6	#	2	3		21	43	3	72	4.3	47.9	23.0	0.1*	18.7	No				1	11	26	5	43	96.6%	61.0%	Yes
	%	2.8	4.2		29.2	59.7	4.2	100										2.3	25.6	60.5	11.6	100			
E8	#			1				1	3.9	48.9	23.4	3.9*	48.9*	23.4*				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 2023: **79.0%**
- Level of Goal Attainment for 2024: **83.3%**
- Level of Goal Attainment for 2025: **86.5%**

Commission on Higher Education

Agency Director: Dr. Jeffery Perez

EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1		1	4		6	7.0	22.5	12.2	No	5.8*	No					1		1		Yes	74.2%	*	Yes
	%	16.7		16.7	66.7		100											100.0		100					
E2	#	3	3		1	1	3	11	9.3	23.0	12.6	No	13.9	3.5*	1			1	1		3	Yes	39.6%	72.4%	*
	%	27.3	27.3		9.1	9.1	27.3	100							33.3			33.3	33.3		100				
E3	#	1		2	1		4	14.1	20.4	25.5	No	No	0.5*									Yes	Yes	97.9%	*
	%	25.0		50.0	25.0		100																		
E5	#	1		5	8		14	9.1	35.5	28.3	9.1	No	No					3		3		0.0%	Yes	Yes	
	%	7.1		35.7	57.1		100											100.0		100					
	#																								
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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 2023: **86.6%**
- Level of Goal Attainment for 2024: **99.7%**
- Level of Goal Attainment for 2025: **82.0%**

State Housing Finance and Development Authority (SC Housing)

Agency Director: Richard Hutto

EEO Officer: Ron Frye

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	16	1	1	12	6	1	37	6.1	29.1	11.4	3.4	No	No	2			4	1		7	44.5%	Yes	Yes	
	%	43.2	2.7	2.7	32.4	16.2	2.7	100				28.6			57.1	14.3					100				
E2	#	17	5	1	42	25	3	93	6.6	33.4	20.4	1.2	No	No	2	2		5	5		14	82.1%	Yes	Yes	
	%	18.3	5.4	1.1	45.2	26.9	3.2	100				14.3	14.3		35.7	35.7					100				
E7	#	2						2	6.9	10.2	1.8	6.9	*	10.2	*	1.8							0.0%	0.0%	0.0%
	%	100.0						100																	
	#																								
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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 2023: **87.6%**
- Level of Goal Attainment for 2024: **83.7%**
- Level of Goal Attainment for 2025: **87.8%**

SC Department of Insurance

Agency Director: Michael Wise
EEO Officer: Kenya Perez

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability							
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	7	1		4	3		15	8.6	26.9	9.8	1.9	0.2	No	1						1	77.6%	99.2%	Yes		
	%	46.7	6.7		26.7	20.0		100				100.0										100				
E2	#	15	2	1	29	24	5	76	6.3	31.8	20.9	3.7	No	No	4	1	2	7	5	1	20	41.2%	Yes	Yes		
	%	19.7	2.6	1.3	38.2	31.6	6.6	100				20.0	5.0	10.0	35.0	25.0	5.0	5.0	100							
E3	#	2	2					4	8.3	12.9	11.3	No	12.9	11.3		1						1	Yes	0.0%	0.0%	
	%	50.0	50.0					100				100.0										100				
E6	#				2			2	2.7	25.4	36.9	2.7	No	36.9							1		1	0.0%	Yes	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 2023: **93.6%**
- Level of Goal Attainment for 2024: **92.4%**
- Level of Goal Attainment for 2025: **89.8%**

SC Department of Juvenile Justice

Agency Director: L. Eden Hendrick
EEO Officer: DeWarren Register

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	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	23	1	16	47		93	12.5	21.4	20.7	No	4.2	No	2	6	1	9	2		20	Yes	80.4%	Yes	
	%	6.5	24.7	1.1	17.2	50.5		100							10.0	30.0	5.0	45.0	10.0		100				
E2	#	56	84	3	119	210	16	488	8.3	34.7	25.8	No	10.3	No	13	22	8	23	34	4	104	Yes	70.3%	Yes	
	%	11.5	17.2	0.6	24.4	43.0	3.3	100							12.5	21.2	7.7	22.1	32.7	3.8	100				
E3	#	6	2	1	1	6		16	10.4	23.8	19.2	No	17.5	No	4	2	2	1	2		11	Yes	26.5%	Yes	
	%	37.5	12.5	6.3	6.3	37.5		100							36.4	18.2	18.2	9.1	18.2		100				
E4	#	35	57	4	27	172	6	301	28.3	7.7	19.4	9.4	No	No	37	66	6	27	162	5	303	66.8%	Yes	Yes	
	%	11.6	18.9	1.3	9.0	57.1	2.0	100							12.2	21.8	2.0	8.9	53.5	1.7	100				
E5	#	11	13	3	43	84	3	157	5.5	40.0	18.5	No	12.6	No	1	4	2	11	22		40	Yes	68.5%	Yes	
	%	7.0	8.3	1.9	27.4	53.5	1.9	100							2.5	10.0	5.0	27.5	55.0		100				
E6	#	1	1	15	27	2	46		2.2	61.4	17.7	0.0	*	28.8	No				2	8	1	11	98.8%	53.1%	Yes
	%	2.2	2.2	32.6	58.7	4.3	100												18.2	72.7	9.1	100			
E7	#	12	7	2				21	32.1	1.5	10.1	No	1.5	*	10.1	3	2					5	Yes	0.0%	0.0%
	%	57.1	33.3	9.5				100							60.0	40.0						100			
E8	#	6	10	1		6	1	24	20.1	10.1	13.6	No	10.1	No	2			7	1	10		Yes	0.0%	Yes	
	%	25.0	41.7	4.2		25.0	4.2	100							20.0			70.0	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 2023: **74.5%**
- Level of Goal Attainment for 2024: **78.5%**
- Level of Goal Attainment for 2025: **81.1%**

SC Department of Labor, Licensing and Regulation

Agency Director: Emily Farr

EEO Officer: Kathryn Britt

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	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			4	1		10	12.4	20.3	10.0	12.4	No	No									0.0%	Yes	Yes	
	%	50.0			40.0	10.0		100																		
E2A	#	33	10	1	34	29	3	110	15.5	19.6	19.7	6.4	No	No	6		5	6	1		18		58.8%	Yes	Yes	
	%	30.0	9.1	0.9	30.9	26.4	2.7	100							33.3		27.8	33.3	5.6		100					
E2B	#	42	14	3	69	39	17	184	8.6	23.7	35.8	1.0	No	14.6	7	3	2	21	12	6	51		88.1%	Yes	59.2%	
	%	22.8	7.6	1.6	37.5	21.2	9.2	100							13.7	5.9	3.9	41.2	23.5	11.8	100					
E3	#	32	4	2	7	2	1	48	9.5	14.0	7.5	1.2*	No	3.3	5		3			1	9		87.2%	*	Yes	56.3%
	%	66.7	8.3	4.2	14.6	4.2	2.1	100							55.6		33.3				11.1	100				
E5	#	3	1	2	17	40	5	68	6.0	41.3	33.3	4.5	16.3	No	4		2	6	7	2	21		25.2%	60.6%	Yes	
	%	4.4	1.5	2.9	25.0	58.8	7.4	100							19.0		9.5	28.6	33.3	9.5	100					
E6	#	1						1	30.5	0.0	37.6	30.5*	No	37.6									0.0%	*	Yes	0.0%
	%	100.0						100																		
E7,E8	#	3	1		1	1		6	31.2	6.6	13.9	14.5*	No	No									53.5%	*	Yes	Yes
	%	50.0	16.7		16.7	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 2023: **92.5%**
- Level of Goal Attainment for 2024: **91.1%**
- Level of Goal Attainment for 2025: **78.4%**

Lander University

Agency Director: Dr. Richard Cosentino

EEO Officer: Jessica Puckett

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	12	1	3	12	2	1	31	4.7	25.9	5.6	1.5	*	No	No	3						3	68.0%	*	Yes	Yes
	%	38.7	3.2	9.7	38.7	6.5	3.2	100				100.0										100				
C2,C3	#	25		2	13	1	3	44	5.0	38.0	10.8	5.0		8.5	8.5	2						2	0.0%	77.6%	21.2%	
	%	56.8		4.5	29.5	2.3	6.8	100				100.0										100				
C4,C8	#	17			20	2	1	40	3.5	37.0	6.8	3.5		No	1.8	3			7		10	0.0%	Yes	74.1%	*	
	%	42.5			50.0	5.0	2.5	100				30.0							70.0			100				
E2,C5	#	54	7	6	82	12	9	170	4.7	36.2	10.3	0.6	*	No	3.2	15	3	4	24	5	4	55	87.9%	*	Yes	68.7%
	%	31.8	4.1	3.5	48.2	7.1	5.3	100				27.3	5.5	7.3	43.6	9.1	7.3	100				100				
C6,C7,C9	#	40	3	3	44	2	6	98	3.8	32.9	5.4	0.7	*	No	3.4	13	5	1	8		3	30	81.7%	*	Yes	37.0%
	%	40.8	3.1	3.1	44.9	2.0	6.1	100				43.3	16.7	3.3	26.7							10.0	100			
E3,E4	#	15	2	1	2	1		21	17.0	17.7	3.1	7.5		8.2	No	1	2					3	55.9%	53.8%	Yes	
	%	71.4	9.5	4.8	9.5	4.8		100				33.3	66.7									100				
E5,E6	#	3			21	6	2	32	4.1	51.5	15.5	4.1		No	No			1	3	2		6	0.0%	Yes	Yes	
	%	9.4			65.6	18.8	6.3	100										16.7	50.0	33.3		100				
E7,E8	#	31	7	2	5	8		53	14.2	10.1	8.4	1.0	*	0.7	No	5	2	1	2	1		11	92.7%	*	93.4%	*
	%	58.5	13.2	3.8	9.4	15.1		100				45.5	18.2	9.1	18.2	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 2023: **79.9%**
- Level of Goal Attainment for 2024: **67.5%**
- Level of Goal Attainment for 2025: **71.3%**

SC Law Enforcement Division

Agency Director: Mark Keel
EEO Officer: Teneshia Robins

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	9	1		1		11	8.0	20.8	4.6	No	11.7	4.6	*		1						1	Yes	43.8%	0.0%
	%	81.8	9.1		9.1		100						100.0									100			
E2A	#	65	8	8	100	29	16	226	4.6	34.8	10.5	1.1	No	No	*	16	3	4	17	4	3	47	75.4%	Yes	Yes
	%	28.8	3.5	3.5	44.2	12.8	7.1	100						34.0	6.4	8.5	36.2	8.5	6.4	6.4	100				
E2B	#	139	15	3	34	8	2	201	5.4	21.9	2.2	No	5.0	No	*	3	1		2	1		7	Yes	77.0%	Yes
	%	69.2	7.5	1.5	16.9	4.0	1.0	100						42.9	14.3		28.6	14.3			100				
E3	#	9		1	21	7	3	41	8.5	22.0	12.4	8.5	No	No	*	4		2	5	1	1	13	0.0%	Yes	Yes
	%	22.0		2.4	51.2	17.1	7.3	100						30.8		15.4	38.5	7.7	7.7		100				
E4	#	119	14	5	48	4	2	192	14.6	5.9	2.8	7.3	No	0.7	*	24	3		6	1		34	49.9%	Yes	73.7%
	%	62.0	7.3	2.6	25.0	2.1	1.0	100						70.6	8.8		17.6	2.9			100				
E5	#	1	1		17	2	1	22	1.3	65.2	15.9	No	No	6.8	*				5		1	6	Yes	Yes	57.2%
	%	4.5	4.5		77.3	9.1	4.5	100									83.3		16.7		100				
E6	#	1			1	2		4	11.5	26.1	23.0	11.5	1.1	No	*								0.0%	95.8%	Yes
	%	25.0			25.0	50.0		100																	
E7	#	9						9	11.5	5.0	2.0	11.5	5.0	2.0	*	2							0.0%	0.0%	0.0%
	%	100.0						100						100.0											
E8	#	2	1		5		8	100	15.6	14.5	15.0	3.1	14.5	No	*					1	16	17	80.3%	0.0%	Yes
	%	25.0	12.5		62.5		100												5.9	94.1	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 2023: **80.7%**
- Level of Goal Attainment for 2024: **82.6%**
- Level of Goal Attainment for 2025: **76.2%**

SC State Library

Agency Director: Leesa Aiken
EEO Officer: Rashad Akeem Hickson

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 2023:	100.0%
	Level of Goal Attainment for 2024:	100.0%
	Level of Goal Attainment for 2025:	98.4%

Medical University Hospital Authority (Page 1 of 3)

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	30	3	2	27	4	4	70	2.6	21.4	2.4	No	No	No	5			3		1	9	Yes	Yes	Yes
	%	42.9	4.3	2.9	38.6	5.7	5.7	100							55.6			33.3		11.1	100			
E102	#	47	8	8	64	7	4	138	3.2	22.8	3.0	No	No	No	18	2	5	23	2	2	52	Yes	Yes	Yes
	%	34.1	5.8	5.8	46.4	5.1	2.9	100							34.6	3.8	9.6	44.2	3.8	3.8	100			
E204	#	80	15	7	188	45	28	363	5.1	32.4	7.5	1.0	No	No	26	5	2	41	11	8	93	81.1%	Yes	Yes
	%	22.0	4.1	1.9	51.8	12.4	7.7	100							28.0	5.4	2.2	44.1	11.8	8.6	100			
E206	#	249	49	37	672	212	125	1344	4.5	36.9	9.3	0.9	No	No	53	20	22	131	76	36	338	80.2%	Yes	Yes
	%	18.5	3.6	2.8	50.0	15.8	9.3	100							15.7	5.9	6.5	38.8	22.5	10.7	100			
E208	#	41	8	3	170	20	12	254	1.4	58.7	12.8	No	No	4.9	13	4	1	43	3	3	67	Yes	Yes	61.7%
	%	16.1	3.1	1.2	66.9	7.9	4.7	100							19.4	6.0	1.5	64.2	4.5	4.5	100			
E209	#	23	5	1	85	12	10	136	3.1	49.5	11.0	No	No	2.2	1	2	2	23	2		30	Yes	Yes	79.9%
	%	16.9	3.7	0.7	62.5	8.8	7.4	100							3.3	6.7	6.7	76.7	6.7		100			
E215	#	12	7	2	104	51	17	193	5.8	38.2	21.8	2.2	No	No	4	5		48	29	7	93	62.5%	Yes	Yes
	%	6.2	3.6	1.0	53.9	26.4	8.8	100							4.3	5.4		51.6	31.2	7.5	100			
E223	#	108	7	22	250	23	59	469	1.9	40.3	7.8	0.4	No	2.9	32	1	12	48	6	19	118	78.9%	Yes	62.4%
	%	23.0	1.5	4.7	53.3	4.9	12.6	100							27.1	0.8	10.2	40.7	5.1	16.1	100			
E224	#	45	7	8	183	54	54	351	3.0	47.6	19.4	1.0	No	4.0	16	2	8	65	24	34	149	67.5%	Yes	79.4%
	%	12.8	2.0	2.3	52.1	15.4	15.4	100							10.7	1.3	5.4	43.6	16.1	22.8	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 2023: **86.9%**

Level of Goal Attainment for 2024: **87.4%**

Level of Goal Attainment for 2025: **87.9%**

Medical University Hospital Authority (Page 2 of 3)

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	55	11	24	112	23	30	255	2.9	34.5	11.9	No	No	2.9	13	3	10	40	7	17	90	Yes	Yes	75.6%
	%	21.6	4.3	9.4	43.9	9.0	11.8	100							14.4	3.3	11.1	44.4	7.8	18.9	100			
E226	#	87	22	13	404	82	57	665	2.2	50.1	11.1	No	No	No	21	5	8	115	28	26	203	Yes	Yes	Yes
	%	13.1	3.3	2.0	60.8	12.3	8.6	100							10.3	2.5	3.9	56.7	13.8	12.8	100			
E227	#	372	59	60	3642	786	664	5583	1.0	61.3	11.7	No	No	No	136	25	55	1277	391	372	2256	Yes	Yes	Yes
	%	6.7	1.1	1.1	65.2	14.1	11.9	100							6.0	1.1	2.4	56.6	17.3	16.5	100			
E228	#	36	5	9	199	13	27	289	0.3	65.8	5.1	No	No	0.6	9	1	5	39	4	9	67	Yes	Yes	88.9%
	%	12.5	1.7	3.1	68.9	4.5	9.3	100							13.4	1.5	7.5	58.2	6.0	13.4	100			
E330	#	40	12	5	36	16	6	115	5.2	19.2	6.3	No	No	No	8	1	4	3	2	3	21	Yes	Yes	Yes
	%	34.8	10.4	4.3	31.3	13.9	5.2	100							38.1	4.8	19.0	14.3	9.5	14.3	100			
E333	#	176	141	51	731	864	251	2214	2.8	44.6	27.1	No	11.6	No	109	80	49	447	581	194	1460	Yes	74.0%	Yes
	%	7.9	6.4	2.3	33.0	39.0	11.3	100							7.5	5.5	3.4	30.6	39.8	13.3	100			
E334	#	53	18	16	211	31	34	363	3.3	43.3	25.3	No	No	16.8	11	4	16	73	16	31	151	Yes	Yes	33.6%
	%	14.6	5.0	4.4	58.1	8.5	9.4	100							7.3	2.6	10.6	48.3	10.6	20.5	100			
E447	#	36	77	29	4	38	10	194	21.5	12.0	25.5	No	9.9	5.9	38	66	25	5	40	6	180	Yes	17.5%	76.8%
	%	18.6	39.7	14.9	2.1	19.6	5.2	100							21.1	36.7	13.9	2.8	22.2	3.3	100			
E550	#	17	9	6	114	139	29	314	4.5	45.1	18.4	1.6	8.8	No	8	5	4	30	48	14	109	63.9%	80.4%	Yes
	%	5.4	2.9	1.9	36.3	44.3	9.2	100							7.3	4.6	3.7	27.5	44.0	12.8	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 2023: **86.9%**
- Level of Goal Attainment for 2024: **87.4%**
- Level of Goal Attainment for 2025: **87.9%**

Medical University Hospital Authority (Page 3 of 3)

Agency Director: Dr. David J Cole

EEO Officer: Stephanie Price

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E551	#	130	59	29	722	628	165	1733	2.7	48.3	26.0	No	6.6	No	51	28	26	287	358	111	861	Yes	86.3%	Yes	
	%	7.5	3.4	1.7	41.7	36.2	9.5	100					5.9	3.3	3.0	33.3	41.6	12.9	100						
E552	#	6	5	1	56	41	15	124	4.0	45.5	26.2	0.0	* [*]	0.3	No	2	1		30	24	8	65	98.9%	99.2%	Yes
	%	4.8	4.0	0.8	45.2	33.1	12.1	100					3.1	1.5		46.2	36.9	12.3	100						
E660	#	45	58	12	613	898	176	1802	5.5	36.7	29.6	2.3	2.7	No	32	28	8	236	395	108	807	58.2%	92.6%	Yes	
	%	2.5	3.2	0.7	34.0	49.8	9.8	100					4.0	3.5	1.0	29.2	48.9	13.4	100						
E772	#	96	63	15	2	2		178	14.0	4.0	4.8	No	2.9	3.7	25	28	9		1		63	Yes	27.7%	22.9%	
	%	53.9	35.4	8.4	1.1	1.1		100					39.7	44.4	14.3			1.6			100				
E880	#	19	39	24	10	50	49	191	14.1	29.6	16.9	No	24.4	No	7	4	14	1	20	30	76	Yes	17.6%	Yes	
	%	9.9	20.4	12.6	5.2	26.2	25.7	100					9.2	5.3	18.4	1.3	26.3	39.5	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 2023: **86.9%**
- Level of Goal Attainment for 2024: **87.4%**
- Level of Goal Attainment for 2025: **87.9%**

Medical University of South Carolina (Page 1 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie Price

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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			1			3	2.5	27.6	2.8	2.5	*	No	2.8	*	1						1	0.0%	*	Yes	0.0%	
	%	66.7			33.3			100					100.0										100					
C2	#	11		4	3			18	2.8	32.3	3.9	2.8	*	15.6	3.9	*									0.0%	*	51.7%	0.0%
	%	61.1		22.2	16.7			100																				
C3	#	182	1	47	129	4	25	388	2.8	32.4	4.0	2.5		No	3.0		8		2	4			14	10.6%		Yes	25.0%	
	%	46.9	0.3	12.1	33.2	1.0	6.4	100									57.1		14.3	28.6			100					
C4	#	116	3	38	126	13	34	330	2.9	32.4	4.1	2.0		No	0.2	*	8		3	10		2	23	31.4%		Yes	96.2%	
	%	35.2	0.9	11.5	38.2	3.9	10.3	100									34.8		13.0	43.5		8.7	100					
C5	#	241	10	99	260	23	93	726	3.0	32.6	4.3	1.6		No	1.1		29	1	9	32	4	12	87	46.1%		Yes	73.9%	
	%	33.2	1.4	13.6	35.8	3.2	12.8	100									33.3	1.1	10.3	36.8	4.6	13.8	100					
C6	#	22	1	8	69	3	17	120	3.1	32.7	4.4	2.3		No	1.9		12	1	3	39	3	10	68	25.9%		Yes	56.5%	
	%	18.3	0.8	6.7	57.5	2.5	14.2	100									17.6	1.5	4.4	57.4	4.4	14.7	100					
C8	#	3		1	5		5	14	3.1	32.8	4.5	3.1	*	No	4.5	*	1						1	2	0.0%	*	Yes	0.0%
	%	21.4		7.1	35.7		35.7	100									50.0						50.0	100				
E1A	#	23	2	1	43	3	5	77	6.8	23.4	3.8	4.2		No	No		3			9		1	13	38.5%		Yes	Yes	
	%	29.9	2.6	1.3	55.8	3.9	6.5	100									23.1			69.2		7.7	100					
E1B	#	55	6	9	193	29	21	313	6.2	27.3	5.1	4.3		No	No		14	2	1	23	3	4	47	30.8%		Yes	Yes	
	%	17.6	1.9	2.9	61.7	9.3	6.7	100									29.8	4.3	2.1	48.9	6.4	8.5	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 2023: **74.9%**
- Level of Goal Attainment for 2024: **75.6%**
- Level of Goal Attainment for 2025: **74.8%**

Medical University of South Carolina (Page 2 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie Price

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2A	#	78	14	20	422	168	62	764	6.1	38.9	11.9	4.3	No	No	10	4	4	85	34	14	151	29.4%	Yes	Yes	
	%	10.2	1.8	2.6	55.2	22.0	8.1	100							6.6	2.6	2.6	56.3	22.5	9.3	100				
E2B	#	2		1	39	1	2	45	1.5	56.3	10.5	1.5	*	No	8.3							0.0%	Yes	20.9%	
	%	4.4		2.2	86.7	2.2	4.4	100																	
E2C	#	13	3	5	41	35	15	112	5.5	38.7	15.7	2.8	2.1	No	5			13	6	2	26	48.7%	94.6%	Yes	
	%	11.6	2.7	4.5	36.6	31.3	13.4	100							19.2			50.0	23.1	7.7	100				
E2D	#	27	11	6	15	2	7	68	4.4	23.2	4.3	No	1.1	*	1.4	1	1		1		2	5	Yes	95.3%	67.2%
	%	39.7	16.2	8.8	22.1	2.9	10.3	100							20.0	20.0		20.0		40.0	100				
E2G	#	2	1	2	11	1	2	19	2.1	55.2	16.0	No	No	10.7				1		2	3	Yes	Yes	33.0%	
	%	10.5	5.3	10.5	57.9	5.3	10.5	100										33.3		66.7	100				
E3A	#	3	1	1		5		10	7.1	36.7	6.2	No	36.7	No	1			1	1		3	Yes	0.0%	Yes	
	%	30.0	10.0	10.0		50.0		100							33.3			33.3	33.3		100				
E3B	#	6	1		1			8	3.8	41.7	19.3	No	29.2	19.3	2						2	Yes	30.0%	0.0%	
	%	75	12.5		12.5			100							100.0						100				
E3C	#	4	6	7	17	2	5	41	7.4	36.5	9.1	No	No	4.2	2	1	3	10		2	18	Yes	Yes	53.7%	
	%	9.8	14.6	17.1	41.5	4.9	12.2	100							11.1	5.6	16.7	55.6		11.1	100				
E3E	#	14	4	5	29	15	18	85	3.8	36.8	15.3	No	2.7	No	4	1	2	12	4	4	27	Yes	92.6%	Yes	
	%	16.5	4.7	5.9	34.1	17.6	21.2	100							14.8	3.7	7.4	44.4	14.8	14.8	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 2023: **74.9%**
- Level of Goal Attainment for 2024: **75.6%**
- Level of Goal Attainment for 2025: **74.8%**

Medical University of South Carolina (Page 3 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie Price

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability								
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF						
E3F	#	1			3		2	6	8.2	24.0	12.8	8.2	*	No	12.8	*						0.0%	*	Yes	0.0%		
	%	16.7			50.0		33.3	100																			
E4A	#	31	8	10	4	14	3	70	15.4	6.6	4.6	4.0	*	0.9	*	No	13	5	4	2	7		31	74.2%	86.1%	*	Yes
	%	44.3	11.4	14.3	5.7	20.0	4.3	100									41.9	16.1	12.9	6.5	22.6		100				
E5A	#	3	3	3	37	60	4	110	3.4	49.8	22.7	0.7	*	16.2	No				1	12	10		23	79.7%	*	67.5%	Yes
	%	2.7	2.7	2.7	33.6	54.5	3.6	100									4.3	52.2	43.5				100				
E6A	#		1			2		3	3.0	45.2	25.3	No	45.2	No										Yes	0.0%	Yes	
	%		33.3			66.7		100																			
E6B	#	1	1			4		6	3.0	45.2	25.3	No	45.2	No										Yes	0.0%	Yes	
	%	16.7	16.7			66.7		100																			
E7A	#	69	48	20	2	13	2	154	13.6	4.1	4.2	No	2.8	No	14	12	5	8		39	Yes	31.5%	Yes				
	%	44.8	31.2	13.0	1.3	8.4	1.3	100								35.9	30.8	12.8	20.5		100						
E8A	#	2	2	3	3	6		16	17.2	16.6	22.6	4.7	*	No	No								72.6%	*	Yes	Yes	
	%	12.5	12.5	18.8	18.8	37.5		100																			
E8B	#	2	2	1		1		6	19.0	24.9	6.3	No	24.9	No									Yes	0.0%	Yes		
	%	33.3	33.3	16.7		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:

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- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in 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 2023: **74.9%**
- Level of Goal Attainment for 2024: **75.6%**
- Level of Goal Attainment for 2025: **74.8%**

SC Department of Behavioral Health & Developmental Disabilities, Office of Mental Health

Agency Director: Dr. Robert Bank

EEO Officer: Akiko Dettorre

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	37	15	1	87	63	4	207	8.7	31.5	23.1	1.5	No	No	4	7		7			18	82.4%	Yes	Yes	
	%	17.9	7.2	0.5	42.0	30.4	1.9	100							22.2	38.9		38.9			100				
E2	#	182	157	16	721	855	69	2000	6.2	37.7	27.9	No	1.6	No	75	58	6	13	9	1	162	Yes	95.8%	Yes	
	%	9.1	7.9	0.8	36.1	42.8	3.5	100							46.3	35.8	3.7	8.0	5.6	0.6	100				
E3	#	29	17	3	16	39	4	108	5.9	32.1	17.4	No	17.3	No	2	5		3	3		13	Yes	46.1%	Yes	
	%	26.9	15.7	2.8	14.8	36.1	3.7	100							15.4	38.5		23.1	23.1		100				
E4	#	5	24	3	2	14	1	49	31.3	5.9	17.7	No	1.8*	No		1						1	Yes	70.0%	Yes
	%	10.2	49.0	6.1	4.1	28.6	2.0	100								100.0						100			
E5	#	28	84	4	126	371	16	629	4.3	38.1	36.6	No	18.1	No	25	64	5	7	8	1	110	Yes	52.5%	Yes	
	%	4.5	13.4	0.6	20.0	59.0	2.5	100							22.7	58.2	4.5	6.4	7.3	0.9	100				
E6	#	3			76	105	8	192	4.2	45.6	26.6	4.2	6.0	No	10	20	3				33	0.0%	86.8%	Yes	
	%	1.6			39.6	54.7	4.2	100							30.3	60.6	9.1				100				
E7	#	27	9	4	2	2		44	21.9	3.0	5.1	1.4*	No	0.6*				5		1	6	93.4%	Yes	89.1%*	
	%	61.4	20.5	9.1	4.5	4.5		100									83.3		16.7		100				
E8	#	36	51	2	10	41	2	142	20.3	13.3	17.2	No	6.3	No	1	2	1	6	2	1	13	Yes	52.5%	Yes	
	%	25.4	35.9	1.4	7.0	28.9	1.4	100							7.7	15.4	7.7	46.2	15.4	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:

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- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in 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 2023: **89.0%**
- Level of Goal Attainment for 2024: **85.1%**
- Level of Goal Attainment for 2025: **86.2%**

SC Department of Motor Vehicles

Agency Director: Kevin Shwedo

EEO Officer: Darnel Lewis

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E1	#	8	1		9	3		21	5.2	27.0	10.1	0.4	*	No	No	3	1	1	1	5	91.8%	*	Yes	Yes	
	%	38.1	4.8		42.9	14.3		100																	
E2	#	60	30	6	162	164	15	437	5.9	33.0	30.5	No	No	No	17	11	3	27	34	6	98	Yes	Yes	Yes	
	%	13.7	6.9	1.4	37.1	37.5	3.4	100																	
E3	#	17	7		12	3		39	8.2	28.8	18.6	No	No	10.9	3	1				4	Yes	Yes	41.4%		
	%	43.6	17.9		30.8	7.7		100																	
E5	#	4	5		8	30	2	49	5.2	35.7	34.3	No	19.4	No	1	4	1	1	8	1	16	Yes	45.6%	Yes	
	%	8.2	10.2		16.3	61.2	4.1	100																	
E6	#	56	39	6	278	333	36	748	7.1	33.2	28.2	1.9	No	No	33	18	10	94	112	41	308	73.7%	Yes	Yes	
	%	7.5	5.2	0.8	37.2	44.5	4.8	100																	
E7	#	8	1					9	21.2	3.9	3.4	10.1	*	3.9	*	2				2	52.3%	*	0.0%	*	
	%	88.9	11.1					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 2023: **82.8%**

Level of Goal Attainment for 2024: **85.3%**

Level of Goal Attainment for 2025: **83.6%**

State Museum Commission

Agency Director: Amy Bartow-Melia
EEO Officer: Sonja Bradford

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	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	2		10	5.7	35.7	10.3	5.7	*	No	No	2			2	2		5	0.0%	*	Yes	Yes
	%	40.0			40.0	20.0		100				40.0				33.3	40.0					100				
E2	#	8	3	1	14	3	3	32	7.6	30.0	9.7	No	No	0.3	*	5	1	1	7	1	1	16	Yes	Yes	96.8%	*
	%	25.0	9.4	3.1	43.8	9.4	9.4	100				31.3	6.3	6.3	43.8	6.3	6.3	6.3	100							
E4,E7	#	4	2			2	1	9	17.9	10.2	14.2	No	10.2	*	No	3					1	4	Yes	0.0%	*	Yes
	%	44.4	22.2			22.2	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 2023: **100.0%**
- Level of Goal Attainment for 2024: **96.1%**
- Level of Goal Attainment for 2025: **99.5%**

SC Department of Natural Resources

Agency Director: Thomas Mullikin

EEO Officer: Eva Smith

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	28	3		22	3	1	57	5.3	34.4	5.9	No	No	0.6	* 6	7	1	14	Yes	Yes	89.7% *	
	%	49.1	5.3		38.6	5.3	1.8	100														
E2A,E2B	#	154	3	1	155	19	6	338	3.7	37.1	10.9	2.8	No	5.3	* 18	27	1	1	47	24.1%	Yes	51.2%
	%	45.6	0.9	0.3	45.9	5.6	1.8	100														
E3	#	115	6	1	31	6	2	161	6.8	21.4	8.4	3.1	2.1	4.7	* 16	2	6	1	25	54.8%	90.0%	44.1%
	%	71.4	3.7	0.6	19.3	3.7	1.2	100														
E4A,E4B	#	285	18	7	20			330	28.0	4.9	6.8	22.5	No	6.8	* 17	1	1	4	23	19.7%	Yes	0.0%
	%	86.4	5.5	2.1	6.1			100														
E6	#	4	1		26	11		42	5.5	45.9	23.6	3.1	No	No	* 1	5	4	10	43.9%	Yes	Yes	
	%	9.5	2.4		61.9	26.2		100														
E7	#	14	4		1	3		22	17.3	5.4	10.7	No	0.9	No	* 1	1	1	2	Yes	83.3%	Yes	
	%	63.6	18.2		4.5	13.6		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 2023: **64.0%**

Level of Goal Attainment for 2024: **69.1%**

Level of Goal Attainment for 2025: **72.3%**

SC Department of Parks, Recreation & Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary E. Teague

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	7			6			13	0.5	51.5	6.4	0.5	5.3	6.4				3			3	0.0%	89.8%	0.0%	
	%	53.8			46.2			100										100.0			100				
E2,E2A,E2B,E2C, E2D	#	109	4		73	5		191	3.8	28.3	4.0	1.7	No	1.4		37			27	1	2	67	55.4%	Yes	65.3%
	%	57.1	2.1		38.2	2.6		100								55.2			40.3	1.5	3.0	100			
E3	#	2		1	1			4	5.3	20.2	6.0	5.3	No	6.0		1						1	0.0%	Yes	0.0%
	%	50.0		25.0	25.0			100								100.0							100		
E5	#	13	4	1	56	11	1	86	5.1	43.2	9.2	0.4	No	No		3		1	13	1	1	19	92.7%	Yes	Yes
	%	15.1	4.7	1.2	65.1	12.8	1.2	100								15.8		5.3	68.4	5.3	5.3	100			
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		100																	
E6	#	4			5			9	3.9	48.9	23.4	3.9	No	23.4					1			1	0.0%	Yes	0.0%
	%	44.4			55.6			100									100.0					100			
E7	#	49	3		2			54	10.8	4.1	4.0	5.2	0.4	4.0		12			1			13	51.9%	91.3%	0.0%
	%	90.7	5.6		3.7			100								92.3			7.7			100			
E8	#	32	4		9	2	1	48	20.5	2.1	1.6	12.2	No	No		23	2		3			28	40.5%	Yes	Yes
	%	66.7	8.3		18.8	4.2	2.1	100								82.1	7.1		10.7			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 2023: **73.0%**
- Level of Goal Attainment for 2024: **77.2%**
- Level of Goal Attainment for 2025: **78.3%**

Patriots Point Development Authority

Agency Director: Allison Hunt

EEO Officer: Diana McCoy

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1,E2	#	13			13	2		28	5.2	25.3	6.8	5.2	No	No	1			4	2	7	0.0%	Yes	Yes	
	%	46.4			46.4	7.1		100				14.3				57.1	28.6		100					
E3	#	2	1		1			4	7.9	28.4	6.2	No	3.4	6.2	*		1		1	2	Yes	88.0%	*	
	%	50.0	25.0		25.0			100					50.0			50.0			100			0.0%		
E4	#	4			4			8	11.0	20.5	3.8	11.0	*	No	3.8	*	1		1	2	0.0%	Yes	0.0%	
	%	50.0			50.0			100				50.0			50.0			100						
E7	#	12	7				1	20	14.3	12.7	6.9	No	12.7	6.9			1			1	Yes	0.0%	0.0%	
	%	60.0	35.0				5.0	100					100.0						100					
E8	#	1	3		1	3		8	9.1	30.4	2.5	No	17.9	No		1	2		1	1	5	Yes	41.1%	Yes
	%	12.5	37.5		12.5	37.5		100				20.0	40.0			20.0	20.0	20.0	100					
	#																							
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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 2023: **79.9%**

Level of Goal Attainment for 2024: **76.8%**

Level of Goal Attainment for 2025: **69.1%**

State Ports Authority (Page 1 of 2)

Agency Director: Micah Mallace

EEO Officer: SaDatrius Battle

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#	20	5		3	2		30	8.0	26.3	4.6	No	16.3	No	3	1				4	Yes	38.1%	Yes	
	%	66.7	16.7		10.0	6.7		100					75.0	25.0					100					
E2A	#	17	4	1	7	2		31	6.9	20.7	2.9	No	No	No	5	2		2		9	Yes	Yes	Yes	
	%	54.8	12.9	3.2	22.6	6.5		100					55.6	22.2		22.2			100					
E2B	#	24	1	3	18	2	2	50	5.4	31.1	7.2	3.4	No	3.2	3		1	3		7	37.4%	Yes	55.5%	
	%	48.0	2.0	6.0	36.0	4.0	4.0	100					42.9		14.3	42.9			100					
E3	#	14	1	2	2	4	3	26	4.5	14.9	10.2	0.7*	7.2	No	4	1		2	1	1	9	85.4%	51.8%	Yes
	%	53.8	3.8	7.7	7.7	15.4	11.5	100					44.4	11.1		22.2	11.1	11.1	100					
E4A	#	12		2	3	3	2	22	18.3	6.1	7.1	18.3	No	No	1			1			2	0.0%	Yes	Yes
	%	54.5		9.1	13.6	13.6	9.1	100					50.0			50.0			100					
E4B	#	5	13	2	4	11	2	37	18.1	11.4	13.8	No	0.6*	No								Yes	94.5%	Yes
	%	13.5	35.1	5.4	10.8	29.7	5.4	100																
E5	#	20	11	2	19	8	2	62	14.6	26.0	11.6	No	No	No	1						1	Yes	Yes	Yes
	%	32.3	17.7	3.2	30.6	12.9	3.2	100					100.0						100					
E7A	#	39	5	2		1		47	20.4	0.3	0.3	9.8	0.3*	No	3						3	52.0%	0.0%	Yes
	%	83.0	10.6	4.3		2.1		100					100.0						100					
E7B	#	83	6	12				101	11.0	1.8	0.7	5.1	1.8	0.7*	20	1	4				25	53.5%	0.0%	0.0%
	%	82.2	5.9	11.9				100					80.0	4.0	16.0				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 2023: **75.6%**
- Level of Goal Attainment for 2024: **79.8%**
- Level of Goal Attainment for 2025: **74.9%**

State Ports Authority (Page 2 of 2)

Agency Director: Micah Mallace

EEO Officer: SaDatrius Battle

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	168	116	27	2	2	2	317	41.1	2.5	4.1	4.5	1.9	3.5	15	2	5				22	89.0%	24.4%	14.6%
	%	53.0	36.6	8.5	0.6	0.6	0.6	100							68.2	9.1	22.7				100			
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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 2023: **75.6%**
- Level of Goal Attainment for 2024: **79.8%**
- Level of Goal Attainment for 2025: **74.9%**

SC Department of Probation, Parole & Pardon Services

Agency Director: Jake Gadsden, Jr.

EEO Officer: Paul Angus

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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	1	9	11		33	8.1	23.6	17.0	5.1	No	No	2			3	2		7	37.1%	Yes	Yes
	%	33.3	3.0	3.0	27.3	33.3		100				28.6			42.9	28.6					100			
E2	#	26	20	2	69	127	9	253	7.3	31.1	32.8	No	3.8	No	13	5	1	11	20	2	52	Yes	87.9%	Yes
	%	10.3	7.9	0.8	27.3	50.2	3.6	100				25.0	9.6	1.9	21.2	38.5	3.8	100						
E2A	#	139	56	15	96	74	7	387	14.6	12.8	19.2	0.1	* [*]	0.1	42	19	9	29	28	5	132	99.4%	Yes	99.7%
	%	35.9	14.5	3.9	24.8	19.1	1.8	100				31.8	14.4	6.8	22.0	21.2	3.8	100						
E3	#	4	3	1		2		10	8.7	22.9	15.9	No	22.9	No			1				1	Yes	0.0%	Yes
	%	40.0	30.0	10.0		20.0		100							100.0						100			
E5	#	1		1	29	29	2	62	4.6	40.4	31.3	4.6	No	No			1	5	8	1	15	0.0%	Yes	Yes
	%	1.6		1.6	46.8	46.8	3.2	100							6.7	33.3	53.3	6.7	100					
E6	#				2	1		3	7.6	35.5	33.9	7.6	* [*]	0.6								0.0%	Yes	98.1%
	%				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 2023: **82.7%**
- Level of Goal Attainment for 2024: **84.2%**
- Level of Goal Attainment for 2025: **83.7%**

SC Public Employee Benefits Authority

Agency Director: Peggy Boykin

EEO Officer: Angela Thornton

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL					
E1	#	21	3		23	15		62	9.1	26.4	16.3	4.3	No	No	2			2	5		9	52.8%	Yes	Yes		
	%	33.9	4.8		37.1	24.2		100				22.2			22.2	55.6					100					
E2	#	37	20		52	73	5	187	8.5	27.5	30.5	No	No	No	7	10		9	36	1	63	Yes	Yes	Yes		
	%	19.8	10.7		27.8	39.0	2.7	100				11.1	15.9		14.3	57.1	1.6		100		100					
E3	#	3			1	2	2	8	10.4	14.4	9.7	10.4	*	1.9	*	No					1	1	0.0%	86.5%	Yes	
	%	37.5			12.5	25.0	25.0	100													100.0	100				
E5	#				2	2		4	8.7	29.9	37.6	8.7	*	No	No								0.0%	Yes	Yes	
	%				50.0	50.0		100																		
E6,E8	#					2		2	24.4	7.3	32.5	24.4	*	7.3	*	No								0.0%	0.0%	Yes
	%					100.0		100																		
	#																									
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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 2023: **82.3%**
- Level of Goal Attainment for 2024: **85.2%**
- Level of Goal Attainment for 2025: **94.5%**

SC Department of Public Health

Agency Director: Dr. Edward Simmer

EEO Officer: Georgette Lee-Jackson

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#	55	20	6	105	81	11	278	3.7	28.9	9.3	No	No	No	3	1	1	2	1		8	Yes	Yes	Yes
	%	19.8	7.2	2.2	37.8	29.1	4.0	100							37.5	12.5	12.5	25.0	12.5		100			
E2	#	116	56	12	514	409	54	1161	3.5	42.6	15.7	No	No	No	14	7	2	28	33	11	95	Yes	Yes	Yes
	%	10.0	4.8	1.0	44.3	35.2	4.7	100							14.7	7.4	2.1	29.5	34.7	11.6	100			
E3	#	15	6	5	28	33	6	93	3.9	40.4	21.1	No	10.3	No	1	1	2	1	2	2	9	Yes	74.4%	Yes
	%	16.1	6.5	5.4	30.1	35.5	6.5	100							11.1	11.1	22.2	11.1	22.2	22.2	100			
E5	#	2	3		42	61	7	115	2.8	56.0	19.2	0.2	19.5	No			1	2	3		6	93.9%	65.2%	Yes
	%	1.7	2.6		36.5	53	6.1	100									16.7		33.3	50.0		100		
E6	#	4	2	1	95	104	17	223	3.7	49.3	23.8	2.8	6.7	No	3	1		7	10	5	26	24.3%	86.4%	Yes
	%	1.8	0.9	0.4	42.6	46.6	7.6	100							11.5	3.8		26.9	38.5	19.2	100			
E7	#	6	1		1		8	9.0	3.6	0.8	No	3.6	No								Yes	0.0%	Yes	
	%	75.0	12.5		12.5		100																	
E8	#	4	9		1		14	17.3	22.0	14.2	No	22.0	7.1	*								Yes	0.0%	50.0%
	%	28.6	64.3		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 2023: -
- Level of Goal Attainment for 2024: **79.8%**
- Level of Goal Attainment for 2025: **84.7%**

Department of Public Safety (Page 1 of 2)

Agency Director: Robert G. Woods, IV

EEO Officer: Alicia Osborne

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	4	3		3		10	8.9	22.6	5.6	No	No	5.6	*								Yes	Yes	0.0%
	%	40.0	30.0		30.0		100																	
E2A	#	25	8	2	33	24	3	95	7.7	31.7	15.6	No	No	No	3	1		10	1	2	17	Yes	Yes	Yes
	%	26.3	8.4	2.1	34.7	25.3	3.2	100								17.6	5.9		58.8	5.9	11.8	100		
E2B	#	281	40	7	7	5		340	16.4	7.0	7.7	4.6	4.9	6.2	44	5	5	2	3		59	72.0%	29.9%	19.4%
	%	82.6	11.8	2.1	2.1	1.5		100								74.6	8.5	8.5	3.4	5.1		100		
E2C	#	19	11		27	38	2	97	7.5	34.9	16.4	No	7.1	No	2	2		2	9	2	17	Yes	79.6%	Yes
	%	19.6	11.3		27.8	39.2	2.1	100								11.8	11.8		11.8	52.9	11.8	100		
E3	#	12	11		26	20	3	72	15.5	21.8	13.6	0.2	No	No	4	4		7	8	4	27	98.5%	Yes	Yes
	%	16.7	15.3		36.1	27.8	4.2	100								14.8	14.8		25.9	29.6	14.8	100		
E4	#	472	111	27	35	18	4	667	12.6	4.1	1.9	No	No	No	64	24	8	8	1		105	Yes	Yes	Yes
	%	70.8	16.6	4.0	5.2	2.7	0.6	100								61.0	22.9	7.6	7.6	1.0		100		
E5	#	1			7	5	2	15	4.5	49.2	22.9	4.5	2.5	No	1			1		2	4	0.0%	95.0%	Yes
	%	6.7			46.7	33.3	13.3	100								25.0			25.0		50.0	100		
E6	#	1				1		2	11.4	28.2	30.4	11.4	28.2	No	*							0.0%	0.0%	Yes
	%	50.0				50.0		100																
E7	#	10	5		1	2		18	17.0	3.0	3.7	No	No	No	*							Yes	Yes	Yes
	%	55.6	27.8		5.6	11.1		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 2023: **79.1%**

Level of Goal Attainment for 2024: **90.7%**

Level of Goal Attainment for 2025: **84.4%**

Department of Public Safety (Page 2 of 2)

Agency Director: Robert G. Woods, IV

EEO Officer: Alicia Osborne

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025						3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025						6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E8	#	3	4				7	18.9	19.2	14.6	No	19.2	14.6							Yes	0.0%	0.0%
	%	42.9	57.1				100															
	#																					
	%																					
	#																					
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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 2023: **79.1%**

Level of Goal Attainment for 2024: **90.7%**

Level of Goal Attainment for 2025: **84.4%**

Public Service Commission

Agency Director: Delton Powers
EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability							
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	1			4		1	6	3.6	31.5	9.1	3.6	No	9.1									0.0%	Yes	0.0%	
	%	16.7			66.7		16.7	100																		
E2	#	5			4			9	4.2	33.3	5.6	4.2	No	5.6		1				1	2		0.0%	Yes	0.0%	
	%	55.6			44.4			100							50.0					50.0	100					
E3,E5	#	1			6	2		9	5.0	35.9	10.0	5.0	No	No									0.0%	Yes	Yes	
	%	11.1			66.7	22.2		100																		
E6	#	1			1			2	1.1	66.6	7.5	1.1	16.6	7.5										0.0%	75.1%	0.0%
	%	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 2023: **98.7%**
- Level of Goal Attainment for 2024: **74.3%**
- Level of Goal Attainment for 2025: **95.0%**

Office of Regulatory Staff

Agency Director: Andrew M. Bateman
EEO Officer: Kimberly Lassiter

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#	8	1		4		13	5.1	27.8	6.4	No	No	6.4	*1	100.0						1	Yes	Yes	0.0%*
	%	61.5	7.7		30.8		100																	
E2	#	34	7	4	20	10	4	79	7.0	28.9	13.1	No	3.6	0.4	*9	45.0	15.0				20	Yes	87.6%	97.2%*
	%	43.0	8.9	5.1	25.3	12.7	5.1	100																
E3	#	1					1	7.9	21.7	20.6	7.9	21.7	20.6	*1	100.0					100	0.0%*	0.0%*	0.0%*	
	%	100.0					100																	
E5	#				2		2	2.6	60.5	19.3	No	2.6	*19.3	*1	100					100	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 2023: **96.1%**
- Level of Goal Attainment for 2024: **96.5%**
- Level of Goal Attainment for 2025: **97.5%**

SC Office of Resilience

Agency Director: Ben Duncan

EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2	#	17	3		20	11	1	52	9.0	25.5	25.7	3.2	No	4.5	13	4		14	10		41	64.4%	Yes	82.4%	
	%	32.7	5.8		38.5	21.2	1.9	100				31.7		9.8		34.1		24.4			100				
E3	#	2						2	13.3	10.2	8.2	13.3	*	10.2	*	8.2	2					2	0.0%	*	0.0%
	%	100.0						100				100.0									100				
E6	#				2		2		5.7	36.2	21.3	5.7	*	36.2	*	No					1	1	0.0%	*	0.0%
	%				100.0		100													100.0		100		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 2023: -

Level of Goal Attainment for 2024: -

Level of Goal Attainment for 2025: **86.7%**

SC Retirement System Investment Commission

Agency Director: Michael Hitchcock

EEO Officer: Sally Fulkert

Legend:

WM = White Male

BM = Black Male

OM = Other Male

= Number

WF = White Female

BF = Black Female

OE = 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 2023: **75.0%**

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

Level of Goal Attainment for 2025: **88.3%**

Revenue and Fiscal Affairs Office

Agency Director: Frank Rainwater

EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			2			4	5.0	18.2	2.5	5.0	No	2.5				1			1	0.0%	Yes	0.0%
	%	50.0			50.0			100										100.0			100			
E2	#	27	2		21	3	3	56	4.6	26.3	6.7	1.0	No	1.3	9	1		5			15	77.4%	Yes	80.4%
	%	48.2	3.6		37.5	5.4	5.4	100							60.0	6.7		33.3			100			
E3	#	1			1			2	5.6	20.7	4.1	5.6	No	4.1				1			1	0.0%	Yes	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 2023: **64.4%**
- Level of Goal Attainment for 2024: **98.0%**
- Level of Goal Attainment for 2025: **91.6%**

SC Department Of Revenue

Agency Director: Hartley Powell

EEO Officer: Katie Wright

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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		14	1		27	6.2	26.8	17.2	2.5	No	13.5	2			4			6	59.6%*	Yes	21.5%
	%	40.7	3.7		51.9	3.7		100				33.3							66.7			100		
E2A	#	6	2		7	8		23	6.3	30.0	22.0	No	No	No	3			1	3		7	Yes	Yes	Yes
	%	26.1	8.7		30.4	34.8		100				42.9							14.3	42.9		100		
E2B	#	35	6		35	27	2	105	7.1	31.1	21.4	1.4	No	No	9	1		5	2		17	80.4%	Yes	Yes
	%	33.3	5.7		33.3	25.7	1.9	100				52.9	5.9			29.4	11.8					100		
E2C	#	100	25	5	125	88	11	354	7.9	33.9	17.7	0.8	No	No	30	2	3	24	19	2	80	90.2%	Yes	Yes
	%	28.2	7.1	1.4	35.3	24.9	3.1	100				37.5	2.5	3.8	30.0	23.8	2.5	100						
E3	#	10	5	4	6	4	1	30	8.5	17.6	10.3	No	No	No	3	3	1	2	1		10	Yes	Yes	Yes
	%	33.3	16.7	13.3	20.0	13.3	3.3	100				30.0	30.0	10.0	20.0	20.0	10.0					100		
E4	#	13	7		1	3		24	8.8	11.3	10.5	No	7.1	No	2	1					3	Yes	37.1%	Yes
	%	54.2	29.2		4.2	12.5		100				66.7	33.3									100		
E5	#	13	6	1	27	42	5	94	9.7	36.2	24.6	3.3	7.5	No	4	1		5	12	1	23	66.3%	79.3%	Yes
	%	13.8	6.4	1.1	28.7	44.7	5.3	100				17.4	4.3			21.7	52.2	4.3	100					
E6	#	1		1	3	20	2	27	9.6	25.4	33.7	9.6	14.3	No				4	4	2	10	0.0%	43.6%	Yes
	%	3.7		3.7	11.1	74.1	7.4	100										40.0	40.0	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 2023: **79.8%**
- Level of Goal Attainment for 2024: **83.6%**
- Level of Goal Attainment for 2025: **82.4%**

Santee Cooper

Agency Director: Jimmy Staton
EEO Officer: Edwina Roseboro-Barnes

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	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	1	1	6	4		36	4.1	20.0	7.2	1.3	3.3	No	1			1			2	67.7%	83.5%	Yes	
	%	66.7	2.8	2.8	16.7	11.1		100				50.0			50.0			50.0			100				
E2	#	258	33	22	131	27	5	476	7.2	22.4	5.0	0.3	No	No	37	3	11	13	2	2	68	96.5%	Yes	Yes	
	%	54.2	6.9	4.6	27.5	5.7	1.1	100				54.4	4.4	16.2	19.1	2.9	2.9	100							
E3	#	155	28	4	35	10	2	234	11.1	8.0	2.7	No	No	No	18	2	4	5		1	30	Yes	Yes	Yes	
	%	66.2	12.0	1.7	15.0	4.3	0.9	100				60.0	6.7	13.3	16.7		3.3	100							
E4	#	3	1					4	15.1	9.4	1.4	No	9.4	1.4								Yes	0.0%	0.0%	*
	%	75.0	25.0					100																	
E5	#				13	5	1	19	3.9	37.7	11.0	3.9	No	No				3	1		4	0.0%	Yes	Yes	
	%				68.4	26.3	5.3	100										75.0	25.0		100				
E6	#	20	10		56	12	4	102	5.6	49.0	12.4	No	No	0.6	*	4			4	2	2	12	Yes	Yes	95.4%
	%	19.6	9.8		54.9	11.8	3.9	100							33.3			33.3	16.7	16.7	100				
E7,E8	#	638	114	18	22	19	1	812	17.1	10.3	8.5	3.1	7.6	6.2	93	7	5	3	1		109	81.7%	26.2%	27.0%	
	%	78.6	14.0	2.2	2.7	2.3	0.1	100							85.3	6.4	4.6	2.8	0.9		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 2023: **90.2%**
- Level of Goal Attainment for 2024: **87.7%**
- Level of Goal Attainment for 2025: **87.7%**

Sea Grant Consortium

Agency Director: Emily Osborne
EEO Officer: Louis Heyward

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 2023:	98.3%
	Level of Goal Attainment for 2024:	100.0%
	Level of Goal Attainment for 2025:	100.0%

SC Secretary of State

Agency Director: Mark Hammond
EEO Officer: Tracy Watford

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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	7.3	22.2	7.1	7.3	No	No				1			1	0.0%	Yes	Yes
	%	12.5		12.5	62.5	12.5		100										100.0			100			
E2	#	3			4	5		12	10.9	24.7	20.0	10.9	No	No				1	2		3	0.0%	Yes	Yes
	%	25.0			33.3	41.7		100										33.3	66.7		100			
E5	#			8	5	1	14		7.6	34.4	33.7	7.6	No	No				3	3		6	0.0%	Yes	Yes
	%			57.1	35.7	7.1	100											50.0	50.0		100			
	#																							
	#																							
	#																							
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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 2023: **100.0%**
- Level of Goal Attainment for 2024: **100.0%**
- Level of Goal Attainment for 2025: **75.0%**

SC Department of Social Services (Page 1 of 2)

Agency Director: Anthony Catone

EEO Officer: Morgan Foster

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5	1	1	8	7	22	4.4	29.4	7.6	No	No	No	2							2	Yes	Yes	Yes
	%	22.7	4.5	4.5	36.4	31.8	100					100										100		
E1A	#	10	6		24	19	1	60	4.1	41.1	17.0	No	1.1	No	1	1		4	3	1	10	Yes	97.2%	Yes
	%	16.7	10.0		40.0	31.7	1.7	100				10.0	10.0		40.0	30.0	10.0	100			100			
E1B	#	18	8	2	38	71		137	4.1	40.5	16.7	No	12.8	No	1		7	9			17	Yes	68.3%	Yes
	%	13.1	5.8	1.5	27.7	51.8		100					5.9		41.2	52.9		100			100			
E2,E2A	#	73	40	10	179	281	20	603	4.1	33.9	11.9	No	4.2	No	10	14	5	21	60	10	120	Yes	87.5%	Yes
	%	12.1	6.6	1.7	29.7	46.6	3.3	100				8.3	11.7	4.2	17.5	50.0	8.3	100			100			
E2B	#	37	51	4	229	475	9	805	4.9	43.6	21.2	No	15.2	No	11	11	2	37	79	13	153	Yes	65.1%	Yes
	%	4.6	6.3	0.5	28.4	59	1.1	100				7.2	7.2	1.3	24.2	51.6	8.5	100			100			
E2C	#	1	1		10	22	1	35	3.8	52.2	16.4	0.9	23.6	No				1	8	1	10	75.5%	54.8%	Yes
	%	2.9	2.9		28.6	62.9	2.9	100							10.0	80.0	10.0	100			100			
E3	#	3	2	1	4	5	1	16	8.2	17.3	8.0	No	No	No								Yes	Yes	Yes
	%	18.8	12.5	6.3	25	31.3	6.3	100																
E3A	#	3	1	1		4		9	4.9	15.8	5.5	No	15.8	No	1						1	Yes	0.0%	Yes
	%	33.3	11.1	11.1		44.4		100				100.0									100			
E4	#	4	1		2			7	9.3	2.7	0.3	No	No	0.3				2			2	Yes	Yes	0.0%
	%	57.1	14.3		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 2023: **88.6%**

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

Level of Goal Attainment for 2025: **88.5%**

SC Department of Social Services (Page 2 of 2)

Agency Director: Anthony Catone

EEO Officer: Morgan Foster

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5	#	6	6		26	61	1	100	3.9	47.8	20.8	No	21.8	No	1	2		4	9	1	17	Yes	54.4%	Yes
	%	6.0	6.0		26.0	61.0	1.0	100							5.9	11.8		23.5	52.9	5.9	100			
E5A	#	87	134	12	560	1345	78	2216	5.6	41.4	26.6	No	16.1	No	48	63	16	150	341	53	671	Yes	61.1%	Yes
	%	3.9	6.0	0.5	25.3	60.7	3.5	100							7.2	9.4	2.4	22.4	50.8	7.9	100			
E5B	#	16	19	1	110	311	11	468	4.5	46.2	22.2	0.4	22.7	No	7	12	3	53	151	17	243	91.8%	50.8%	Yes
	%	3.4	4.1	0.2	23.5	66.5	2.4	100							2.9	4.9	1.2	21.8	62.1	7.0	100			
E6	#	5	4		81	122	8	220	1.1	64.6	14.7	No	27.8	No	1	1		18	37	7	64	Yes	57.0%	Yes
	%	2.3	1.8		36.8	55.5	3.6	100							1.6	1.6		28.1	57.8	10.9	100			
	#																							
	%																							
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	%																							

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 2023: **88.6%**

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

Level of Goal Attainment for 2025: **88.5%**

South Carolina State University (Page 1 of 2)

Agency Director: Retired Colonel Alexander Conyers

EEO Officer: Ron York

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	4			5		9	13.4	14.8	11.6	No	14.8	No	3	7	1	2	1	2	16	Yes	0.0%	Yes	
	%	44.4			55.6		100							18.8	43.8	6.3	12.5	6.3	12.5	100				
C2	#	1	5	3		6	1	16	16.5	21.5	25.6	No	21.5	No	1	2	2		4		9	Yes	0.0%	Yes
	%	6.3	31.3	18.8		37.5	6.3	100						11.1	22.2	22.2			44.4		100			
C3	#	7	10	4	4	12	4	41	18.1	22.9	29.0	No	13.1	No		2	2		3		7	Yes	42.8%	Yes
	%	17.1	24.4	9.8	9.8	29.3	9.8	100						28.6	28.6			42.9		100				
C4	#	3	8	5		12	4	32	17.9	23.0	28.2	No	23.0	No	1	2	2		4	1	10	Yes	0.0%	Yes
	%	9.4	25.0	15.6		37.5	12.5	100						10.0	20.0	20.0		40.0	10.0	100				
C5	#	2	7	4	4	23	3	43	18.1	23.0	28.5	1.8*	13.7	No	2		1	1	4	1	9	90.1%*	40.4%	Yes
	%	4.7	16.3	9.3	9.3	53.5	7.0	100						22.2		11.1	11.1	44.4	11.1	100				
C6	#	1	4		1	17		23	18.4	23.0	29.2	1.0*	18.7	No		2			1		3	94.7%*	18.7%	Yes
	%	4.3	17.4		4.3	73.9		100						66.7			33.3			100				
C7	#				2		2	100	18.2	23.0	28.9	18.2*	23.0*	No								0.0%*	0.0%*	Yes
	%				100.0		100																	
C9	#		1		2	1	4	100	22.8	17.3	25.4	No	17.3*	No		1		2	1	4	100	Yes	0.0%*	Yes
	%		25.0		50.0	25.0	100							25.0			50.0	25.0		100				
E2	#	2	29		2	64	1	98	14.5	23.6	20.5	No	21.6	No	4	7			8		19	Yes	8.5%	Yes
	%	2.0	29.6		2.0	65.3	1.0	100						21.1	36.8			42.1		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 2023: **74.9%**
- Level of Goal Attainment for 2024: **73.2%**
- Level of Goal Attainment for 2025: **70.6%**

South Carolina State University (Page 2 of 2)

Agency Director: Retired Colonel Alexander Conyers

EEO Officer: Ron York

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E4	#	5		8		13		18.9	17.1	22.0		No	17.1	No		10				10			Yes	0.0%	Yes
	%	38.5		61.5		100										100.0				100					
E5	#	2		18	1	21		16.5	18.4	46.0		7.0	18.4	No		2			1	3			57.7%	0.0%	Yes
	%	9.5		85.7	4.8	100										66.7			33.3	100					
E6	#	1		11		12		11.0	22.3	45.8	2.7*	22.3	No			1		5		6			75.4%	0.0%	Yes
	%	8.3		91.7		100										16.7		83.3		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 2023: **74.9%**
- Level of Goal Attainment for 2024: **73.2%**
- Level of Goal Attainment for 2025: **70.6%**

State Board for Technical and Comprehensive Education

Agency Director: Dr. Tim Hardee

EEO Officer: Kandy Peacock

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability											
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF						
E1	#	4		1	2	2	9	5.3	22.9	4.0	5.3	0.7	*	No								0.0%	96.8%	*	Yes					
	%	44.4		11.1	22.2	22.2	100																							
E2	#	23	10	2	38	24	4	101	6.1	29.4	9.3	No	No	No	8	2	3	5	1	19	42.1	10.5	15.8	26.3	5.3	100	Yes	Yes	Yes	
	%	22.8	9.9	2.0	37.6	23.8	4.0	100								40.0			20.0	20.0	20.0	100								
E3,E5	#	10	1		9	6	2	28	6.2	36.7	13.1	2.6	4.6	*	No	2		1	1	1	5	40.0	10.5	15.8	26.3	5.3	100	57.8%	87.6%	Yes
	%	35.7	3.6		32.1	21.4	7.1	100								100.0			20.0	20.0	20.0	100								
E7	#	2	1				3	8.1	3.6	2.4	No	3.6	*	2.4	*	2						100.0					2	Yes	0.0%	0.0%
	%	66.7	33.3				100															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 2023: **96.8%**

Level of Goal Attainment for 2024: **95.4%**

Level of Goal Attainment for 2025: **93.6%**

Aiken Technical College

Agency Director: Dr. Forest E. Mahan
EEO Officer: Sylvia M. Byrd

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability							
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
T1	#	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	19	14		60	3.7	40.4	6.4	No	8.7	No		3		1			4		Yes	78.5%	Yes		
	%	38.3	6.7	31.7	23.3		100					75.0			25.0					100						
E2,E3	#	8	2	20	14		44	4.0	24.9	12.4	No	No	No		1		2	4		7		Yes	Yes	Yes		
	%	18.2	4.5	45.5	31.8		100					14.3			28.6	57.1				100						
E5,E6	#		1	14	5	1	21	2.7	60.9	14.1	No	No	No					1			1		Yes	Yes	Yes	
	%		4.8	66.7	23.8	4.8	100								100.0					100						
E7,E8	#	3					3	7.6	1.5	24.6	7.6	*	1.5	*	24.6								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 2023: **92.8%**

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

Level of Goal Attainment for 2025: **97.8%**

Central Carolina Technical College

Agency Director: Dr. Jennifer Wilbanks

EEO Officer: Trevon McClary

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	3			5	1		9	6.5	41.8	16.7	6.5	*	No	5.6				1	1		2	0.0%	*	Yes	66.4%	
	%	33.3			55.6	11.1		100									50.0	50.0			100						
T3,T4	#	20	4	1	29	2	3	59	4.1	39.1	7.0	No	No	3.6		4	2	2	4		1	13		Yes	Yes	48.3%	
	%	33.9	6.8	1.7	49.2	3.4	5.1	100								30.8	15.4	15.4	30.8		7.7	100					
E1	#	2	1	1	5	3		12	6.6	34.7	17.9	No	No	No										Yes	Yes	Yes	
	%	16.7	8.3	8.3	41.7	25.0		100																			
E2	#	6	3		17	13	4	43	10.0	40.0	30.0	3.0	0.5	*	No									70.0%	98.8%	*	Yes
	%	14.0	7.0		39.5	30.2	9.3	100																			
E3,E4,E5	#	4	5	2	8	4	1	24	9.6	27.4	15.2	No	No	No		3	1		2	2		8		Yes	Yes	Yes	
	%	16.7	20.8	8.3	33.3	16.7	4.2	100								37.5	12.5		25.0	25.0		100					
E6	#	1			11	5	1	18	4.3	30.0	30.0	4.3	*	No	2.2							1	1	0.0%	*	Yes	92.7%
	%	5.6			61.1	27.8	5.6	100														100.0	100				
E7,E8	#	9	6		2	4		21	15.0	8.7	10.5	No	No	No		1	2		2	1		6		Yes	Yes	Yes	
	%	42.9	28.6		9.5	19.0		100								16.7	33.3		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 2023: **89.7%**
- Level of Goal Attainment for 2024: **88.9%**
- Level of Goal Attainment for 2025: **93.5%**

Denmark Technical College

Agency Director: Dr. Willie Todd, Jr.

EEO Officer: Ronald Stover

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	6		1	2	1	10	9.1	34.2	20.7	0.7	No	24.2	0.7*		1			2	2	5	Yes	29.2%	96.8%*	
	%	60.0		10.0	20.0	10.0	100									20.0			40.0	40.0	100				
T3,T4	#	5	4		1	13	1	24	6.5	28.7	13.0	No	24.5	No		1			3		4	Yes	14.6%	Yes	
	%	20.8	16.7		4.2	54.2	4.2	100									25.0			75.0		100			
E2	#	1	8	1	4	15		29	10.1	27.3	19.9	No	13.5	No		1	4		7		12	Yes	50.5%	Yes	
	%	3.4	27.6	3.4	13.8	51.7		100									8.3	33.3		58.3		100			
E3,E5,E6	#		1		1	9		11	3.6	48.6	33.3	No	39.5	No					3		3	Yes	18.7%	Yes	
	%		9.1		9.1	81.8		100												100.0		100			
E4	#		3					3	7.8	0.0	11.7	No	No	11.7*		2			2		100	Yes	Yes	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 2023: **74.3%**

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

Level of Goal Attainment for 2025: **79.3%**

Florence-Darlington Technical College

Agency Director: Dr. Jermaine Ford

EEO Officer: Terry Dingle

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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		3	1	2	11	8.1	38.4	19.2	No	11.1	10.1				1			1		Yes	71.1%	47.5%	
	%	9.1	36.4		27.3	9.1	18.2	100							100.0						100					
T3,T4	#	25	6	1	26	11	3	72	4.3	37.8	9.9	No	1.7	No	3	2		1			6		Yes	95.4%	Yes	
	%	34.7	8.3	1.4	36.1	15.3	4.2	100		50.0	33.3				16.7						100					
E1	#				2	1		3	8.5	28.0	13.8	8.5	*	No	No								0.0%	*	Yes	Yes
	%				66.7	33.3		100																		
E2	#	16	11		22	23	1	73	9.4	27.1	19.4	No	No	No		2		4	2	1	9		Yes	Yes	Yes	
	%	21.9	15.1		30.1	31.5	1.4	100		22.2					44.4	22.2	11.1	100								
E5,E6	#	2	1		11	16	1	31	1.8	59.2	22.7	No	23.7	No				1	1	2			Yes	60.0%	Yes	
	%	6.5	3.2		35.5	51.6	3.2	100							50.0	50.0	100									
E3,E7,E8	#	12	6		3	1	1	23	9.4	14.2	11.0	No	1.2	*	6.7	2		1			3		Yes	91.7%	*	
	%	52.2	26.1		13.0	4.3	4.3	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 2023: **86.1%**
- Level of Goal Attainment for 2024: **85.9%**
- Level of Goal Attainment for 2025: **88.5%**

Greenville Technical College

Agency Director: Dr. Lawrence Miller

EEO Officer: Susan M. Jones

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	3	1	12	6		29	4.2	37.9	7.7	No	No	No	1	1		2	1		5			
	%	24.1	10.3	3.4	41.4	20.7		100							20.0	20.0		40.0	20.0		100	Yes	Yes	Yes
T3,T4	#	96	18	4	129	23	10	280	4.3	37.8	5.6	No	No	No	12	3		8	2	1	26			
	%	34.3	6.4	1.4	46.1	8.2	3.6	100							46.2	11.5		30.8	7.7	3.8	100	Yes	Yes	Yes
T5,E2	#	50	14		101	49	7	221	3.3	36.2	8.9	No	No	No	10	5		24	7	1	47			
	%	22.6	6.3		45.7	22.2	3.2	100							21.3	10.6		51.1	14.9	2.1	100	Yes	Yes	Yes
E3,E4,E5	#	26	7	2	31	12	6	84	5.6	30.4	7.8	No	No	No		4	1	7		1	13			
	%	31.0	8.3	2.4	36.9	14.3	7.1	100							30.8	7.7	53.8		7.7	100	Yes	Yes	Yes	
E6	#	6	1		14	12	2	35	1.4	66.7	10.0	No	26.7	No	1			1		1	3			
	%	17.1	2.9		40.0	34.3	5.7	100							33.3			33.3		33.3	100	Yes	59.9%	Yes
E7,E8	#	38	8	2	8	8	4	68	6.0	10.6	4.0	No	No	No	11		1	1	1	2	16			
	%	55.9	11.8	2.9	11.8	11.8	5.9	100							68.8		6.3	6.3	6.3	12.5	100	Yes	Yes	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 2023: **88.4%**
 Level of Goal Attainment for 2024: **96.6%**
 Level of Goal Attainment for 2025: **97.8%**

Horry-Georgetown Technical College

Agency Director: Dr. Marilyn Fore

EEO Officer: Jackie Snyder

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	6	1		22	4	1	34	4.3	35.7	8.2	1.4	*	No	No				3	1	3	7	67.6%	Yes	Yes
	%	17.6	2.9		64.7	11.8	2.9	100											42.9	14.3	42.9	100			
T3,T4	#	84	6	3	84	4	3	184	2.6	32.6	3.8	No	No	1.6		9		1	15			25	Yes	Yes	58.2%
	%	45.7	3.3	1.6	45.7	2.2	1.6	100								36.0		4.0	60.0			100			
E2	#	19	3	2	52	13	4	93	5.0	34.4	11.1	1.8	No	No			4	1	15	1	1	22	64.6%	Yes	Yes
	%	20.4	3.2	2.2	55.9	14.0	4.3	100								18.2	4.5	68.2	4.5	4.5	100				
E3,E5	#	8	3	1	6	5		23	3.8	34.3	6.7	No	8.2	No		3				1		4	Yes	76.1%	Yes
	%	34.8	13.0	4.3	26.1	21.7		100								75.0				25.0		100			
E6	#		2		5	1		8	2.5	46.9	10.8	No	No	No					1			1	Yes	Yes	Yes
	%		25.0		62.5	12.5		100											100.0			100			
E7,E8	#	21	3	1	4	4	3	36	8.3	9.6	5.0	No	No	No		1	1		1	1	1	5	Yes	Yes	Yes
	%	58.3	8.3	2.8	11.1	11.1	8.3	100								20.0	20.0		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 2023: **86.8%**
- Level of Goal Attainment for 2024: **88.9%**
- Level of Goal Attainment for 2025: **92.6%**

Technical College of the Lowcountry

Agency Director: Dr. Richard Gough

EEO Officer: Tara Lahnen

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	3	1		9	2	1	16	4.8	45.3	11.7	No	No	No	1			1			2	Yes	Yes	Yes
	%	18.8	6.3		56.3	12.5	6.3	100				50.0			50.0			50.0			100			
T3,T4	#	19	3		33	4	3	62	3.1	36.8	4.2	No	No	No	2			3	2	1	8	Yes	Yes	Yes
	%	30.6	4.8		53.2	6.5	4.8	100				25.0			37.5	25.0	12.5	100						
T5,E2	#	5	2		29	9	4	49	4.6	31.3	9.1	0.5*	No	No				4	4	1	9	89.9%*	Yes	Yes
	%	10.2	4.1		59.2	18.4	8.2	100							44.4	44.4	11.1	100						
E3,E5,E6	#	4	1		7	4		16	4.8	44.9	9.6	No	1.1*	No					1		1	Yes	97.6%*	Yes
	%	25.0	6.3		43.8	25.0		100							100.0			100			100			
E7,E8	#	7	3		1	3	1	15	14.1	7.2	6.8	No	0.5*	No	4	1			1		6	Yes	92.5%*	Yes
	%	46.7	20.0		6.7	20.0	6.7	100				66.7	16.7			16.7			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 2023: **85.1%**
- Level of Goal Attainment for 2024: **95.0%**
- Level of Goal Attainment for 2025: **98.7%**

Midlands Technical College

Agency Director: Dr. Greg Little
EEO Officer: Alexea Ray - Thomas

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	11	4		11	14		40	13.1	29.8	17.5	3.1	2.3	*	No	11	1		1	4		17	76.6%	92.3%	*	
	%	27.5	10.0		27.5	35.0		100				64.7	5.9			5.9	23.5					100			Yes	
T3,T4	#	96	16	4	109	54	5	284	5.1	34.1	9.6	No	No	No		6	2	1	8	5	1	23		Yes	Yes	Yes
	%	33.8	5.6	1.4	38.4	19.0	1.8	100				26.1	8.7	4.3	34.8	21.7	4.3	100								
T5,E2	#	39	13	1	72	103	4	232	9.4	34.7	17.0	3.8	3.7		No	8	6	2	19	12	6	53	59.4%	89.3%	Yes	
	%	16.8	5.6	0.4	31.0	44.4	1.7	100				15.1	11.3	3.8	35.8	22.6	11.3	100								
E3	#	13	2	3	13	9		40	11.3	18.3	11.6	6.3	No	No		2	1	4	2			9	44.4%	Yes	Yes	
	%	32.5	5.0	7.5	32.5	22.5		100				22.2	11.1	44.4	22.2							100				
E4,E5	#	5	3		7	7	1	23	8.6	26.8	8.8	No	No	No		2	1	4	3			10		Yes	Yes	Yes
	%	21.7	13.0		30.4	30.4	4.3	100					20.0	10.0	40.0	30.0						100				
E6	#		1		12	8		21	4.9	45.7	27.0	0.1	*	No	No		5		2	3	1	11	98.4%	*	Yes	Yes
	%		4.8		57.1	38.1		100					45.5			18.2	27.3	9.1	100							
E7	#	5	5			1		11	23.9	1.7	2.6	No	1.7	*	No									Yes	0.0%	*
	%	45.5	45.5			9.1		100																		
E8	#	10	3		3	3		19	11.2	10.1	7.9	No	No	No		3	1					4		Yes	Yes	Yes
	%	52.6	15.8		15.8	15.8		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 2023:	92.9%
Level of Goal Attainment for 2024:	89.9%
Level of Goal Attainment for 2025:	93.9%

Northeastern Technical College

Agency Director: Kyle Wagner, Ph.D.

EEO Officer: Krysten Hyduke

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1,T2,E1	#	5	1		7	2	1	16	2.6	36.0	22.6	No	No	10.1	1					1	2	Yes	Yes	55.2%
	%	31.3	6.3		43.8	12.5	6.3	100							50.0					50.0	100			
T3,T4	#	16	1	1	10	4		32	19.3	38.7	3.3	16.2	7.4	No	4	1			1	1	7	16.0%	81.0%	Yes
	%	50.0	3.1	3.1	31.3	12.5		100							57.1	14.3			14.3	14.3	100			
E2,E6	#	4	3		14	11		32	3.5	46.6	24.3	No	2.8*	No		3	1	1	1		6	Yes	94.0%	Yes
	%	12.5	9.4		43.8	34.4		100							50.0	16.7	16.7	16.7			100			
E7,E8	#	5			1	1		7	18.6	10.1	9.4	18.6	No	No					1		1	0.0%	Yes	Yes
	%	71.4			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 2023: **73.5%**
 Level of Goal Attainment for 2024: **80.8%**
 Level of Goal Attainment for 2025: **78.8%**

Orangeburg Calhoun Technical College

Agency Director: Dr. Walt Tobin

EEO Officer: Marie S. Howell

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	3	1		2	2		8	8.3	30.4	24.3	No	5.4	No		1						1	Yes	82.3%	Yes
	%	37.5	12.5		25.0	25.0		100					100.0										100		
T3,T4	#	18	2		22	11	2	55	6.0	33.0	14.8	2.4	No	No		4						4	59.7%	Yes	Yes
	%	32.7	3.6		40.0	20.0	3.6	100					100.0										100		
T5,E2	#	5	2		16	17		40	10.6	26.7	26.6	5.6	No	No		2			1	1		4	47.2%	Yes	Yes
	%	12.5	5.0		40.0	42.5		100					50.0				25.0	25.0					100		
E3,E4,E5	#	5	3	1	14	3		26	17.6	20.7	18.2	6.1	No	6.7		2	2		2	3		9	65.5%	Yes	63.2%
	%	19.2	11.5	3.8	53.8	11.5		100					22.2	22.2			22.2	33.3					100		
E6	#				2	5		7	0.7	48.6	36.9	0.7	* 20.0	No								0.0%	58.8%	Yes	
	%				28.6	71.4		100																	
E7,E8	#	9	3	1	1	3		17	17.5	4.5	13.8	No	No	No		3			2		5		Yes	Yes	Yes
	%	52.9	17.6	5.9	5.9	17.6		100					60.0					40.0			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 2023: **90.3%**
- Level of Goal Attainment for 2024: **92.9%**
- Level of Goal Attainment for 2025: **86.9%**

Piedmont Technical College

Agency Director: Hope Rivers
EEO Officer: Melody Williams

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
T1,T2	#	2		5	2		9	5.3	40.5	12.5	5.3*	No	No							0.0%	*	Yes	Yes	
	%	22.2		55.6	22.2		100																	
T3,T4	#	44	7	1	48	11	4	115	1.8	37.0	6.8	No	No	No	5		5	3	1	14	Yes	Yes	Yes	
	%	38.3	6.1	0.9	41.7	9.6	3.5	100				35.7			35.7	21.4	7.1	100						
T5,E2	#	26	5	1	43	28	1	104	5.6	37.6	15.0	0.8*	No	No	1					1	85.1%*	Yes	Yes	Yes
	%	25.0	4.8	1.0	41.3	26.9	1.0	100				100.0							100					
E3,E4,E5	#	7	3	1	9	2		22	11.1	30.8	6.7	No	No	No	1	2				3	Yes	Yes	Yes	Yes
	%	31.8	13.6	4.5	40.9	9.1		100				33.3	66.7						100					
E6	#	2	1		16	11	1	31	2.2	61.9	19.3	No	10.3	No			4	4	1	9	Yes	83.4%	Yes	Yes
	%	6.5	3.2		51.6	35.5	3.2	100							44.4	44.4	11.1	100						
E7	#	10	1					11	7.5	0.9	3.9	No	0.9*	3.9*	3					3	Yes	0.0%	*	0.0%
	%	90.9	9.1					100				100.0						100						
E8	#	1			1			2	23.2	19.3	19.0	23.2*	No	19.0*			1			1	0.0%*	Yes	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 2023: **89.4%**

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

Level of Goal Attainment for 2025: **98.0%**

Spartanburg Community College

Agency Director: Gregory Michael Mikota

EEO Officer: Phaedra Harris

Legend:

WM = White Male

BM = Black Male

OM = Other Male

= Number

WF = White Female

BF = Black Female

OE = 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 2023: **94.2%**

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

Level of Goal Attainment for 2025: **89.2%**

Tri-County Technical College

Agency Director: Galen DeHay

EEO Officer: Rhonda Gibby

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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		15	3		29	4.2	28.9	5.4	0.8	*	No	No	1			3	1		5	80.3%	*	Yes	Yes
	%	34.5	3.4		51.7	10.3		100				20.0				60.0	20.0					100				
T3	#	20	1	2	24	4		51	3.8	36.4	4.9	1.8	*	No	No	2			4			6	52.4%	*	Yes	Yes
	%	39.2	2.0	3.9	47.1	7.8		100				33.3				66.7						100				
T4	#	37	5	3	47	2	5	99	4.0	37.5	5.6	No	No	3.6	2		1	2			5	Yes	Yes	35.5%		
	%	37.4	5.1	3.0	47.5	2.0	5.1	100				40.0			20.0	40.0					100					
T5,E2	#	31		1	82	11	2	127	4.7	28.7	6.4	4.7	No	No	4			28	1		33	0.0%	Yes	Yes	Yes	
	%	24.4		0.8	64.6	8.7	1.6	100				12.1			84.8	3.0					100					
E3	#	14			5	2	1	22	3.8	29.8	8.7	3.8	*	7.1	No	3		1		2	1	7	0.0%	*	76.3%	Yes
	%	63.6			22.7	9.1	4.5	100				42.9			14.3		28.6	14.3			100					
E4,E7,E8	#	14			4	1		19	4.3	33.2	5.9	4.3	*	12.1	0.6	3					1	4	0.0%	*	63.5%	90.2%
	%	73.7			21.1	5.3		100				75.0									25.0	100				
E6	#				19	6		25	1.4	63.8	6.4	1.4	*	No	No				2	1		3	0.0%	*	Yes	Yes
	%				76.0	24.0		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 2023: **80.4%**
- Level of Goal Attainment for 2024: **80.4%**
- Level of Goal Attainment for 2025: **83.2%**

Trident Technical College

Agency Director: Vicky Wood

EEO Officer: Devetta Williams Hughes

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	10	7	7	2	41	8.1	35.3	11.1	0.8*	18.2	No	2						2	90.1%	48.4%	Yes
	%	29.3	7.3	24.4	17.1	17.1	4.9	100				100.0									100			
T3,T4	#	84	14	9	102	28	16	253	2.0	33.6	7.7	No	No	No	10	3	1	12	6	3	35	Yes	Yes	Yes
	%	33.2	5.5	3.6	40.3	11.1	6.3	100				28.6	8.6	2.9	34.3	17.1	8.6	100						
T5,E2	#	39	23	10	70	51	15	208	8.2	35.6	14.1	No	1.9	No	4	2	5	8	8	3	30	Yes	94.6%	Yes
	%	18.8	11.1	4.8	33.7	24.5	7.2	100				13.3	6.7	16.7	26.7	26.7	10.0	100						
E3,E5,E6	#	17	7	1	28	22	4	79	4.4	38.6	21.2	No	3.2	No	6	2	2	1	1	1	13	Yes	91.6%	Yes
	%	21.5	8.9	1.3	35.4	27.8	5.1	100				46.2	15.4	15.4	7.7	7.7	7.7	100						
E4	#	4	2	1			1	8	19.1	11.6	3.5	No	11.6*	3.5*	1		1				2	Yes	0.0%	0.0%
	%	50.0	25.0	12.5			12.5	100				50.0		50.0							100			
E7,E8	#	11	17	3	7	8	2	48	12.0	12.7	10.3	No	No	No	5			2	2		9	Yes	Yes	Yes
	%	22.9	35.4	6.3	14.6	16.7	4.2	100				55.6			22.2	22.2					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 2023: **99.6%**
- Level of Goal Attainment for 2024: **92.5%**
- Level of Goal Attainment for 2025: **95.3%**

Williamsburg Technical College

Agency Director: Dr. Patricia A. Lee

EEO Officer: Sydney Roberts

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1,E1	#	1	2		3	1		7	17.7	29.6	17.0	No	No	2.7				1			1		Yes	Yes	84.3%
	%	14.3	28.6		42.9	14.3		100								100.0					100				
T3,T4	#	7	3	1	7	5	1	24	5.2	43.4	6.1	No	14.2	No	3			1			4		Yes	67.3%	Yes
	%	29.2	12.5	4.2	29.2	20.8	4.2	100							75.0			25.0			100				
E2	#				10	2		12	9.4	24.1	26.3	9.4	No	9.6				1			1		0.0%	Yes	63.6%
	%				83.3	16.7		100								100.0					100				
E3,E5,E6	#		3		2	6		11	8.0	40.5	27.4	No	22.3	No									Yes	45.0%	Yes
	%		27.3		18.2	54.5		100																	
E7,E8	#	1	5					6	20.4	0.3	0.8	No	0.3	0.8									Yes	0.0%	0.0%
	%	16.7	83.3					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 2023: **86.8%**

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

Level of Goal Attainment for 2025: **81.6%**

York Technical College

Agency Director: Dr. Stacey Moore
EEO Officer: Koa Morgan

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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		1	1		4	2.8	23.3	2.9	No	No	No									Yes	Yes	Yes	
	%	25.0	25.0		25.0	25.0		100																		
T2,E1	#			1	7	4		12	2.8	25.1	5.2	2.8*	No	No		1		1	1			3	0.0%	*	Yes	Yes
	%			8.3	58.3	33.3		100								33.3		33.3	33.3			100				
T3,T4	#	41	4	6	47	17	3	118	2.3	33.1	7.2	No	No	No		3	1		7	1		12	Yes	Yes	Yes	
	%	34.7	3.4	5.1	39.8	14.4	2.5	100								25.0	8.3		58.3	8.3		100				
T5,E2	#	9	1	3	37	24	1	75	3.0	37.5	11.4	1.7	No	No		1	1	2	7	7		18	42.7%	Yes	Yes	
	%	12.0	1.3	4.0	49.3	32.0	1.3	100								5.6	5.6	11.1	38.9	38.9		100				
E3,E5	#	6	1	3	8	3	1	22	3.7	31.6	6.5	No	No	No				1	2	2	1	6	Yes	Yes	Yes	
	%	27.3	4.5	13.6	36.4	13.6	4.5	100										16.7	33.3	33.3	16.7	100				
E4,E7,E8	#	18	7	1	2	8		36	9.5	8.1	4.3	No	2.5*	No		4		1	1			6	Yes	69.3%	*	Yes
	%	50.0	19.4	2.8	5.6	22.2		100								66.7		16.7	16.7			100				
E6	#	2	1		11	8	1	23	2.4	46.8	8.8	No	No	No				2	1		3	Yes	Yes	Yes		
	%	8.7	4.3		47.8	34.8	4.3	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 2023: **97.4%**
- Level of Goal Attainment for 2024: **97.8%**
- Level of Goal Attainment for 2025: **95.6%**

SC Department of Transportation

Agency Director: Secretary Justin P. Powell

EEO Officer: Cynthia J. Whittenburg

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	23	2		9	1	1	36	8.3	18.9	10.5	2.7	No	7.7	1			1			2	67.7%	Yes	26.6%
	%	63.9	5.6		25.0	2.8	2.8	100				50.0			50.0			50.0			100			
E2	#	136	39	11	131	89	11	417	6.1	33.6	12.1	No	2.2	No	8	7	3	9	8		35	Yes	93.3%	Yes
	%	32.6	9.4	2.6	31.4	21.3	2.6	100				22.9	20.0	8.6	25.7	22.9		22.9			100			
E2A	#	524	77	63	72	26	14	776	8.2	11.3	3.0	No	2.0	No	49	6	23	3	6	4	91	Yes	82.4%	Yes
	%	67.5	9.9	8.1	9.3	3.4	1.8	100				53.8	6.6	25.3	3.3	6.6	4.4	53.8			100			
E3,E5	#	67	4	4	101	35	5	216	5.7	37.1	17.8	3.8	No	1.6	18	1	2	5		1	27	33.5%	Yes	91.0%
	%	31.0	1.9	1.9	46.8	16.2	2.3	100				66.7	3.7	7.4	18.5		3.7	66.7			100			
E6	#		1		23	15	1	40	6.1	43.3	25.6	3.6	No	No				2	3		5	41.2%	Yes	Yes
	%		2.5		57.5	37.5	2.5	100										40.0	60.0		100			
E7	#	1231	610	62	43	72	9	2027	24.6	9.0	6.3	No	6.9	2.7	234	135	20	7	21	4	421	Yes	23.3%	56.7%
	%	60.7	30.1	3.1	2.1	3.6	0.4	100				55.6	32.1	4.8	1.7	5.0	1.0	55.6			100			
E8	#	5	8		33	12	4	62	19.2	18.4	21.0	6.3	No	1.6				2	1		3	67.1%	Yes	92.4%
	%	8.1	12.9		53.2	19.4	6.5	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 2023: **85.7%**
- Level of Goal Attainment for 2024: **93.7%**
- Level of Goal Attainment for 2025: **82.2%**

SC Office of the State Treasurer

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

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WF = White Female BF = Black Female OF = Other Female % = Percentage

Notes:

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- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in 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 2023:	92.9%
	Level of Goal Attainment for 2024:	98.5%
	Level of Goal Attainment for 2025:	97.5%

University of South Carolina (Page 1 of 3)

Agency Director: Dr. Michael Amiridis

EEO Officer: Molly Peirano

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C122	#	47	10	1	35	5	2	100	4.8	28.8	6.6	No	No	1.6	7	2	1	4	1	1	16	Yes	Yes	76.2%
	%	47.0	10.0	1.0	35.0	5.0	2.0	100							43.8	12.5	6.3	25.0	6.3	6.3	100			
C223	#	64	5	14	60	12	6	161	5.4	39.4	13.7	2.3	2.1	6.2	2	3	1	11		1	18	57.3%	94.6%	54.9%
	%	39.8	3.1	8.7	37.3	7.5	3.7	100							11.1	16.7	5.6	61.1		5.6	100			
C328	#	281	8	81	180	19	33	602	3.6	32.0	5.1	2.3	2.1	1.9	23		4	23	3	5	58	35.6%	93.3%	62.8%
	%	46.7	1.3	13.5	29.9	3.2	5.5	100							39.7		6.9	39.7	5.2	8.6	100			
C428	#	191	18	58	176	23	57	523	3.0	32.3	5.5	No	No	1.1	13	1	14	27	2	12	69	Yes	Yes	80.5%
	%	36.5	3.4	11.1	33.7	4.4	10.9	100							18.8	1.4	20.3	39.1	2.9	17.4	100			
C528	#	113	7	60	121	22	58	381	3.6	32.7	5.4	1.8	0.9	No	17	1	13	18	4	15	68	49.4%	97.3%	Yes
	%	29.7	1.8	15.7	31.8	5.8	15.2	100							25.0	1.5	19.1	26.5	5.9	22.1	100			
C629	#	177	19	16	227	21	38	498	3.6	32.7	5.4	No	No	1.2	21	2	2	39	2	10	76	Yes	Yes	77.2%
	%	35.5	3.8	3.2	45.6	4.2	7.6	100							27.6	2.6	2.6	51.3	2.6	13.2	100			
C729	#	29	15	1	15	1	3	64	3.9	34.1	5.4	No	10.7	3.8	2		1		1	1	5	Yes	68.7%	29.7%
	%	45.3	23.4	1.6	23.4	1.6	4.7	100							40.0		20.0		20.0	20.0	100			
C829	#	122	18	20	179	31	26	396	3.5	33.5	4.4	No	No	No	8	1	4	31	3	3	50	Yes	Yes	Yes
	%	30.8	4.5	5.1	45.2	7.8	6.6	100							16.0	2.0	8.0	62.0	6.0	6.0	100			
C826	#	23	1	1	42	2	4	73	3.0	54.2	8.5	1.6	No	5.8	1			3	1		5	47.5%	Yes	31.8%
	%	31.5	1.4	1.4	57.5	2.7	5.5	100							20.0			60.0	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 2023: **80.4%**
- Level of Goal Attainment for 2024: **79.1%**
- Level of Goal Attainment for 2025: **81.5%**

University of South Carolina (Page 2 of 3)

Agency Director: Dr. Michael Amiridis

EEO Officer: Molly Peirano

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	166	39	11	65	19	7	307	5.4	34.3	8.6	No	13.1	2.4	27	6	3	17	1	1	55	Yes	61.9%	72.2%
	%	54.1	12.7	3.6	21.2	6.2	2.3	100				49.1	10.9	5.5	30.9	1.8	1.8	100						
C930	#	38	6	4	55	19	1	123	5.1	26.5	7.0	0.2	* No	No	5			8	2		15	96.0% *	Yes	Yes
	%	30.9	4.9	3.3	44.7	15.4	0.8	100				33.3			53.3	13.3		100						
E202	#	145	32	8	297	80	23	585	6.4	30.8	13.4	0.9	No	No	23	9	3	32	8	12	87	86.0%	Yes	Yes
	%	24.8	5.5	1.4	50.8	13.7	3.9	100				26.4	10.3	3.4	36.8	9.2	13.8	100						
E203	#	164	46	19	297	136	35	697	7.1	33.3	17.1	0.5	No	No	24	8	1	47	18	7	105	92.3%	Yes	Yes
	%	23.5	6.6	2.7	42.6	19.5	5.0	100				22.9	7.6	1.0	44.8	17.1	6.7	100						
E204	#	17	10	3	14	20	2	66	7.3	36.4	17.8	No	15.2	No	3	1	1	2	1		8	Yes	58.3%	Yes
	%	25.8	15.2	4.5	21.2	30.3	3.0	100				37.5	12.5	12.5	25.0	12.5		100						
E205	#	93	23	4	164	71	21	376	7.9	35.4	26.1	1.8	No	7.2	10	8		16	11	3	48	77.4%	Yes	72.3%
	%	24.7	6.1	1.1	43.6	18.9	5.6	100				20.8	16.7		33.3	22.9	6.3	100						
E206	#	118	42	16	353	145	60	734	6.9	34.1	29.3	1.2	No	9.5	22	10	3	66	33	10	144	82.2%	Yes	67.5%
	%	16.1	5.7	2.2	48.1	19.8	8.2	100				15.3	6.9	2.1	45.8	22.9	6.9	100						
E307	#	46	18	12	20	9	5	110	17.3	14.3	11.6	0.9	* No	3.4	5	4		1	1		11	94.9% *	Yes	71.0%
	%	41.8	16.4	10.9	18.2	8.2	4.5	100				45.5	36.4		9.1	9.1		100						
E308	#	49	7	6	25	15	5	107	10.6	14.6	16.1	4.1	No	2.1	3		1	4	2	1	11	61.3%	Yes	87.0%
	%	45.8	6.5	5.6	23.4	14.0	4.7	100				27.3			9.1	36.4	18.2	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 2023: **80.4%**

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

Level of Goal Attainment for 2025: **81.5%**

University of South Carolina (Page 3 of 3)

Agency Director: Dr. Michael Amiridis

EEO Officer: Molly Peirano

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	#	49	14	14	8	7	2	94	13.1	17.1	15.1	No	8.6	7.7		2	2	1	1		6	Yes	49.6%	49.2%	
	%	52.1	14.9	14.9	8.5	7.4	2.1	100								33.3	33.3	16.7	16.7		100				
E410	#	56	11	11	13	2	1	94	23.9	4.1	8.2	12.2	No	6.1		13	3	2	2	1		21	48.9%	Yes	25.5%
	%	59.6	11.7	11.7	13.8	2.1	1.1	100								61.9	14.3	9.5	9.5	4.8		100			
E511	#	20	7	3	142	50	13	235	2.5	57.3	18.4	No	No	No		2	1		11	7	1	22	Yes	Yes	Yes
	%	8.5	3.0	1.3	60.4	21.3	5.5	100								9.1	4.5		50.0	31.8	4.5	100			
E717	#	59	12	6	2		1	80	12.6	4.4	2.8	No	1.9	2.8		15	4	1				20	Yes	56.4%	0.0%
	%	73.8	15.0	7.5	2.5		1.3	100								75.0	20.0	5.0				100			
E819	#	79	51	9	21	61	6	227	16.5	14.6	28.1	No	5.3	1.2		12	5	2	5	5		29	Yes	63.6%	95.6%
	%	34.8	22.5	4.0	9.3	26.9	2.6	100								41.4	17.2	6.9	17.2	17.2		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 2023: **80.4%**
- Level of Goal Attainment for 2024: **79.1%**
- Level of Goal Attainment for 2025: **81.5%**

SC Department of Veterans' Affairs

Agency Director: Todd McCaffey
EEO Officer: Diana McCoy

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	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	#	12	10	2	15	9		48	9.4	26.4	17.4	No	No	No	3	7	1	3	3		17	Yes	Yes	Yes	
	%	25.0	20.8	4.2	31.3	18.8		100				17.6	41.2	5.9	17.6	17.6		100							
E3	#		1	1				2	4.7	20.1	8.9	No	20.1	*	8.9								Yes	0.0%	0.0%
	%		50.0	50.0				100																	
E5	#	2	2		2	5		11	9.6	42.1	23.9	No	23.9	No	1	1		3	2		7	Yes	43.2%	Yes	
	%	18.2	18.2		18.2	45.5		100				14.3	14.3		42.9	28.6		100							
E7	#	7	1	1				9	9.1	9.0	3.4	No	9.0	*	3.4	6	1					7	Yes	0.0%	0.0%
	%	77.8	11.1	11.1				100				85.7	14.3					100							
E8	#		1					1	9.3	2.8	0.0	No	2.8	*	No		1					1	Yes	0.0%	Yes
	%		100.0					100								100.0						100			
	#																								
	#																								
	#																								
	#																								

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- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in 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 2023: **87.4%**
- Level of Goal Attainment for 2024: **89.2%**
- Level of Goal Attainment for 2025: **94.3%**

SC Vocational Rehabilitation Department

Agency Director: Felicia Johnson
EEO Officer: Jason Jones

1 Job Group (EEO Category)	2 Actual Workforce on 9/30/2025							3 Adjusted Availability % (Qualified Labor Pool)	4 Underutilization			5 Hires and Promotions 10/1/2024 - 9/30/2025							6 % of Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E1	#	3	1		5	4	13	9.1	28.5	30.4	1.4	*	No	No	1	1		1	1	4	84.2%	*	Yes	Yes	
	%	23.1	7.7		38.5	30.8	100					25.0	25.0		25.0	25.0		100							
E2	#	94	68	8	202	235	14	621	7.0	36.8	26.6	No	4.3	No	5	9	2	12	15	2	45	Yes	88.2%	Yes	Yes
	%	15.1	11.0	1.3	32.5	37.8	2.3	100				11.1	20.0	4.4	26.7	33.3	4.4	100							
E3	#	25	7		13	12		57	6.5	23.9	12.6	No	1.1	*	No	5					5	Yes	*	Yes	Yes
	%	43.9	12.3		22.8	21.1		100				100.0							100						
E5	#	14	13	1	61	51	1	141	6.9	43.1	21.0	No	No	No	1			9	11		21	Yes	Yes	Yes	Yes
	%	9.9	9.2	0.7	43.3	36.2	0.7	100				4.8			42.9	52.4			100						
E6	#	3	3		35	31	1	73	4.0	47.1	25.5	No	No	No				7	1	1	9	Yes	Yes	Yes	Yes
	%	4.1	4.1		47.9	42.5	1.4	100							77.8	11.1	11.1	100							
E7	#	4			1			5	17.2	18.5	22.1	17.2	*	No	22.1	2					2	0.0%	*	Yes	0.0%
	%	80.0			20.0			100				100.0							100						
E8	#	1	3		2	3		9	13.7	15.5	19.7	No	No	No	2			1		3	Yes	Yes	Yes	Yes	
	%	11.1	33.3		22.2	33.3		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 2023: **93.9%**

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

Level of Goal Attainment for 2025: **93.4%**

Wil Lou Gray Opportunity School

Agency Director: Robert Collar
EEO Officer: Theresa Trowell

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	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	#	14	26		11	13		64	6.2	41.4	11.1	No	24.2	No	1	12			7	1	21	Yes	41.5%	Yes
	%	21.9	40.6		17.2	20.3		100							4.8	57.1			33.3	4.8	100			
E3,E5	#	1			1	2	1	5	4.5	45.4	12.3	4.5	25.4	No								0.0%	44.0%	Yes
	%	20.0			20.0	40.0	20.0	100																
E6,E7,E8	#	4	3		5		12	11.7	20.5	15.3	No	20.5	No	1			1			2	Yes	0.0%	Yes	
	%	33.3	25.0		41.7		100							50.0			50.0			100				
	#																							
	#																							
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Notes:

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- If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Section 4 of the table above.
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Goal Attainment:

- Level of Goal Attainment for 2023: **75.5%**
- Level of Goal Attainment for 2024: **73.5%**
- Level of Goal Attainment for 2025: **73.2%**

Winthrop University (Page 1 of 2)

Agency Director: Dr. Edward Serna

EEO Officer: Kimberly Sipes

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL		BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
C1,C2	#	16	3	2	19	5		45	3.4	35.4	5.6	No	No	No				4			4	Yes	Yes	Yes
	%	35.6	6.7	4.4	42.2	11.1		100										100.0			100			
C3	#	33	2	2	28	2	4	71	4.0	40.3	4.0	1.2*	0.9*	1.2*	4			2			6	69.5%*	97.8%*	69.5%*
	%	46.5	2.8	2.8	39.4	2.8	5.6	100								66.7			33.3			100		
C4	#	24	3	2	29	3	3	64	5.7	36.1	7.2	1.0*	No	2.5	3			4	1	1	9	81.9%*	Yes	65.3%
	%	37.5	4.7	3.1	45.3	4.7	4.7	100								33.3			44.4	11.1	11.1	100		
C5	#	19	4		24	6	7	60	2.0	37.0	4.5	No	No	No	4	1		5	3	1	14	Yes	Yes	Yes
	%	31.7	6.7		40.0	10.0	11.7	100								28.6	7.1		35.7	21.4	7.1	100		
C6	#	5	1	2	19	4	3	34	2.5	31.9	3.4	No	No	No	4	1	1	9			15	Yes	Yes	Yes
	%	14.7	2.9	5.9	55.9	11.8	8.8	100								26.7	6.7	6.7	60.0			100		
C8,C9	#	20	6		23	8	3	60	4.0	35.2	6.8	No	No	No	5	2		8	2		17	Yes	Yes	Yes
	%	33.3	10.0		38.3	13.3	5.0	100								29.4	11.8		47.1	11.8		100		
E1	#	7	2		12	5	1	27	5.2	31.9	10.8	No	No	No	1			1	2	1	5	Yes	Yes	Yes
	%	25.9	7.4		44.4	18.5	3.7	100								20.0			20.0	40.0	20.0	100		
E2	#	28	6	2	91	26	10	163	3.9	42.7	13.9	0.2*	No	No	9	1	1	22	5	6	44	95.3%*	Yes	Yes
	%	17.2	3.7	1.2	55.8	16.0	6.1	100								20.5	2.3	2.3	50.0	11.4	13.6	100		
E3	#	18	3	1	7	1		30	6.4	22.6	6.5	No	No	3.2*	2	1	1	1			5	Yes	Yes	50.6%*
	%	60.0	10.0	3.3	23.3	3.3		100								40.0	20.0	20.0	20.0			100		

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Notes:

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Goal Attainment:

- Level of Goal Attainment for 2023: **91.6%**
- Level of Goal Attainment for 2024: **91.1%**
- Level of Goal Attainment for 2025: **94.5%**

Winthrop University (Page 2 of 2)

Agency Director: Dr. Edward Serna

EEO Officer: Kimberly Sipes

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted 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	3	1	1	1	14	15.1	4.2	3.5	No	No	No		1	1		1		3								
	%	35.7	21.4	21.4	7.1	7.1	7.1	100							33.3	33.3			33.3		100		Yes	Yes	Yes				
E5	#		1		15	3	2	21	0.6	67.0	11.6	No	No	No				1	1		2								
	%		4.8		71.4	14.3	9.5	100										50.0	50.0		100		Yes	Yes	Yes				
E6	#				9	2	1	12	0.3	72.2	10.2	0.3	*	No	No				1			1		0.0%	*	Yes	Yes		
	%				75.0	16.7	8.3	100										100.0			100								
E7	#	11	3		1			15	11.9	8.1	1.2	No	1.4	*	1.2	*	1	2				3				Yes	82.2%	*	
	%	73.3	20.0		6.7			100							33.3	66.7						100						0.0%	
E8	#	7	4		4	11	2	28	17.6	16.8	14.7	3.3	*	2.5	*	No	3	2		1		6				81.3%	*	85.1%	*
	%	25.0	14.3		14.3	39.3	7.1	100							50.0	33.3		16.7			100							Yes	
	#																												
	#																												
	#																												
	#																												

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- A red asterisk (*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment:

- Level of Goal Attainment for 2023: **91.6%**
- Level of Goal Attainment for 2024: **91.1%**
- Level of Goal Attainment for 2025: **94.5%**

SC Workers' Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Kristen S. McRee

Job Group (EEO Category)	Actual Workforce on 9/30/2025							Adjusted Availability % (Qualified Labor Pool)	Underutilization			Hires and Promotions 10/1/2024 - 9/30/2025							% of Goals Met Based on Adjusted Availability						
	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	8.5	24.4	10.0	8.5	7.7	No	1						1	0.0%	68.5%	Yes	
	%	33.3			16.7	50.0		100				100.0									100				
E2	#	5	2		17	9	1	34	8.7	24.1	23.4	2.8	*	No	1	1					2	67.9%	*	Yes	Yes
	%	14.7	5.9		50.0	26.5	2.9	100				50.0	50.0								100				
E6	#			1			1	1	3.6	54.3	23.7	3.6	*	No	23.7						1	0.0%	*	Yes	0.0%
	%			100.0			100									100.0					100				
	#																								
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- A red asterisk (*) indicates no goal established because the underutilization is less than one whole person.

Goal Attainment:

- Level of Goal Attainment for 2023: **87.0%**
- Level of Goal Attainment for 2024: **91.1%**
- Level of Goal Attainment for 2025: **89.4%**

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South Carolina Human Affairs Commission

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**THIS REPORT WAS PUBLISHED FOR A TOTAL COST OF \$625.00; 25 BOUND COPIES WERE
PRINTED AT \$25.00 PER UNIT.**