

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

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ANNUAL REPORT TO THE GENERAL ASSEMBLY

# **2023**



**SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

FEBRUARY 1, 2023

# **South Carolina Human Affairs Commission**

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

James T. McLawhorn, Jr., Chairman

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## Memorandum

To: The Honorable Henry D. McMaster  
Governor of South Carolina

The Honorable Thomas C. Alexander  
President of the Senate

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

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

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

Date: February 1, 2023

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

The Human Affairs Commission is charged with monitoring State Agency compliance with the above law.

In keeping with these requirements, it is my pleasure to present to you the 2023 Report to the General Assembly, which examines the progress 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 a diverse and just workplace.

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

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

Copy: Legislative Printing and Information Technology Resources

## **Acknowledgement:**

We would like to thank Commissioner Janie A. Davis, who served as Commissioner of the South Carolina Human Affairs Commission from January 2020 until her retirement in December 2022, for her commitment to eliminating and preventing unlawful discrimination.

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Introduction

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# SECTION I



## Introduction

This report covers the period of October 1, 2021 through September 30, 2022 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 South Carolina State Government, **affirmative action programs are used to eliminate preferences, not to create them**. The plans and programs are used as benchmarks or indicators of how successful agencies are in achieving equal employment opportunity.

### What is Affirmative Action?

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

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

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

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

An AAP approved by SCHAC means only that the plan meets our standards for an acceptable planning document. If the plan is not followed, the state employer has 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 the state law, harassment prevention, and techniques for recruiting, hiring, and promoting without discriminating, and other issues.

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

**Exempt Agencies:**

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

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

## Affirmative Action Plan Components

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

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

Each plan approved by SCHAC contains the following information:

Section A - Policy Statement

Section B - Responsibilities for Implementation

Section C - Policy Dissemination

Section D - Utilization and Availability Analyses

1. Workforce Analysis
2. Job Group Analysis
3. Availability Analysis
4. Underutilization Analysis

Section E - Goals

Section F - Identification of Problem Areas and Corrective Actions

Section G - Internal Audit and Reporting Systems

Section H - Affirmative Action Plan Support Documents

### Job Group Analysis

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

### Availability Analysis

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

## Determining Underutilization

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

### Goals

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

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

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

Please refer to pages 45-50 for more detailed explanations of the guidelines used for this report.

## Agencies with Approved Affirmative Action Plans

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

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

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

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

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

**Agencies Exempt from Affirmative Action Plan Requirements**

Arts Commission, South Carolina

Housing, Finance and Development Authority, South Carolina

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Report Summary

Report Highlights

Pay Bands Table and Chart

# SECTION II



## Report Summary

This report includes employment data by race, gender, and level of employment for 94 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.

All of the information required by State Proviso 117.13 of the State Appropriations Act on the progress each state agency has made towards meeting their affirmative action goals to achieve an equal opportunity environment is included. 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 94 agencies participating in the affirmative action plan process, 91 (96.8 percent) achieved at least a level of 70 percent of their goal attainment. Four of these agencies reached 100 percent. In addition, 36 agencies showed an increase in their goal achievement—12 of these increased their achievement by 5 percent or more, and five increased it by more than 10 percent.

The South Carolina Housing, Finance and Development Authority and the Arts Commission are exempt from reporting due to consistently achieving their goal attainment; however, they were included due to new Census data to allow for self-regulation.

During the period covered in this report, the total number of state government employees participating in the affirmative action plan process was 68,145. This number includes colleges and universities.

We have listed what SCHAC refers to as **State Government's Top Ten & Below 70%** on page 39. The Top Ten had the highest goal attainment for this reporting period and includes four agencies which achieved 100 percent of their goals: State Accident Fund, Ethics Commission, Indigent Defense, and Public Service Commission. We have also included agencies that failed to achieve 70 percent of their goals during this reporting period. In addition to this year's new Census data, reorganizations and other factors can affect goal attainment. The full rankings begin on page 40.

During this reporting period, many institutions of higher education transitioned from the HRIS reporting system to the SCEIS reporting system. Data on Representation by Race and Gender is based on employees participating in the affirmative action plan process on January 1, 2022. At that time, there were 68,145 people employed by the state government in FTE positions. Of those, 39.67 percent were men, 60.32 percent were women, and 0.01 were Other. Approximately 29 percent were White Males; 8 percent were Black Males, 35 percent were White Females; 23 percent were Black Females; and 5 percent were individuals who do not fit into one of these four categories. Aggregate salary data by EEO Category is based September 30, 2022, data from HRIS and SCEIS.

## Report Highlights

- This report is generated using employment data provided by the Department of Administration that is broken out and provided to agencies for correction. Corrected data that Agencies return is entered into our CAAMS system where it is compared to current Census data of individuals available in the workforce by EEO categories. Availability is adjusted to allow for statistical variation and returned to the Agencies for further review for accuracy. Corrections are made as needed, and CAAMS generates reports and Affirmative Action Plans for each agency. Last year's report was generated using 2010 Census data. This is the first year using recently released 2018 Census data.
- During the current reporting period, 68,145 FTE individuals employed by state government were part of the affirmative action plan process.
- With the transition from HRIS to SCEIS, Higher Education data is combined with State Government Workforce data for reporting purposes. Combined data from January 1, 2022, has 39.67 percent male representation and 60.32 percent female representation in the affirmative action plan process. Combined data from January 1, 2022, has 63.5 percent White, 31.3 percent Black, and 5.2 percent Other representation in the affirmative action plan process.
- State government has thirty-seven (37) agencies that achieved over 90 percent of their goals. Four (4) agencies achieved 100 percent of their goals: State Accident Fund, Ethics Commission, Indigent Defense, and Public Service Commission.
- Six agencies increased their level of goal attainment by more than ten percent from the previous year: State Library, Governor's School for Science & Math (GSSM), Lander University, Commission on Higher Education, York Technical College, and Retirement System.
- Three agencies failed to achieve the benchmark of at least 70 percent of their goals: SC State University; Department of Parks, Recreation and Tourism; and Forestry Commission.

# State of South Carolina Pay Bands

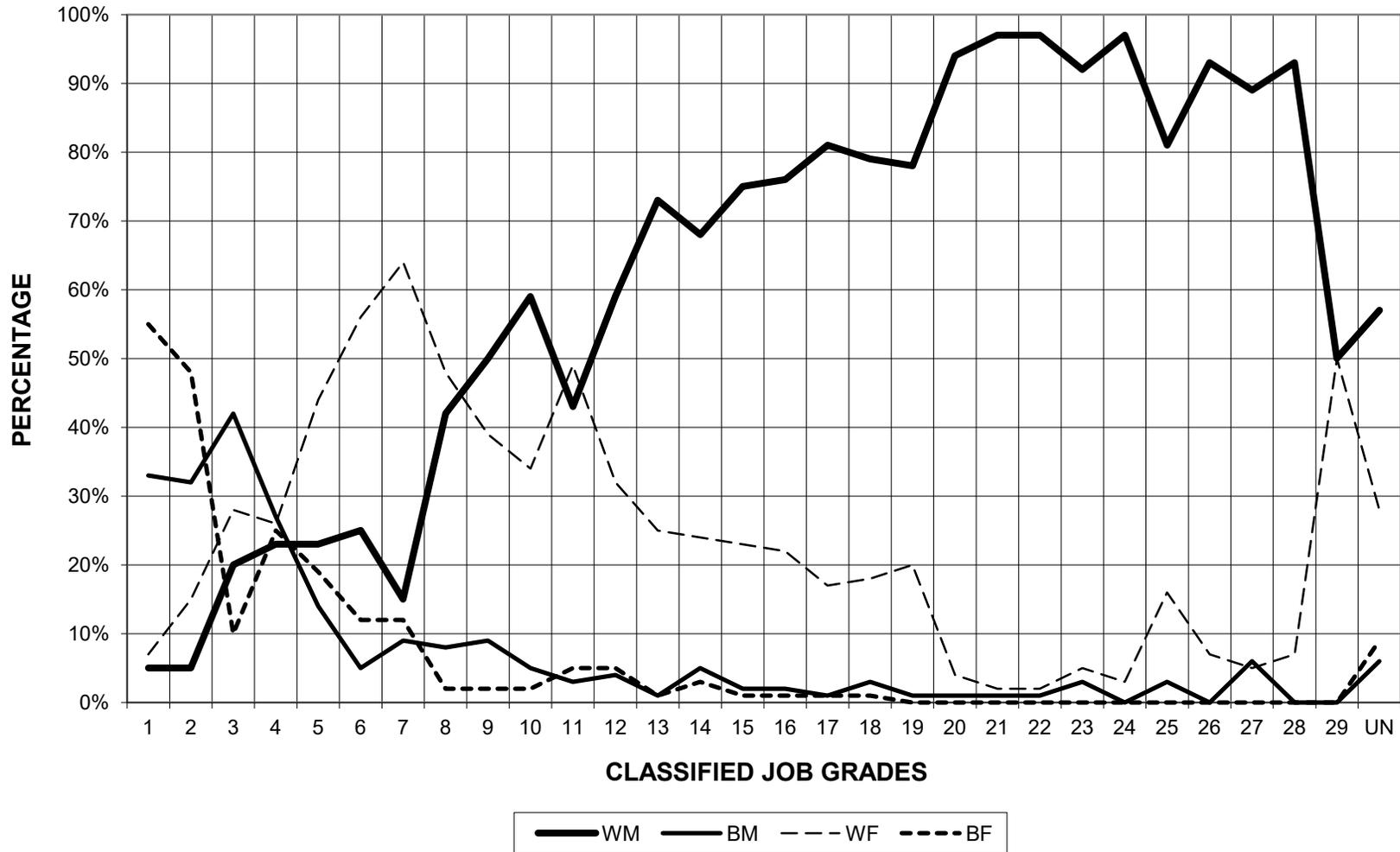
SOURCE: SOUTH CAROLINA DEPARTMENT OF ADMINISTRATION (2023)

| <b><u>BAND</u></b> | <b><u>MINIMUM</u></b> | <b><u>MIDPOINT</u></b> | <b><u>MAXIMUM</u></b> |
|--------------------|-----------------------|------------------------|-----------------------|
| 01                 | \$15,080.00           | \$22,459.00            | \$28,839.00           |
| 02                 | \$19,628.00           | \$27,973.00            | \$36,319.00           |
| 03                 | \$23,885.00           | \$34,042.00            | \$44,199.00           |
| 04                 | \$29,061.00           | \$41,415.00            | \$53,769.00           |
| 05                 | \$35,360.00           | \$50,394.00            | \$65,429.00           |
| 06                 | \$43,030.00           | \$61,323.00            | \$79,616.00           |
| 07                 | \$52,357.00           | \$74,613.00            | \$96,869.00           |
| 08                 | \$63,707.00           | \$90,788.00            | \$117,870.00          |
| 09                 | \$77,513.00           | \$110,464.00           | \$143,415.00          |
| 10                 | \$94,315.00           | \$134,405.00           | \$174,495.00          |

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

March, 1972

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



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Bar Graphs : Representation  
by Gender and Race

Pie Charts : South Carolina  
State EEO Categories and  
Salaries

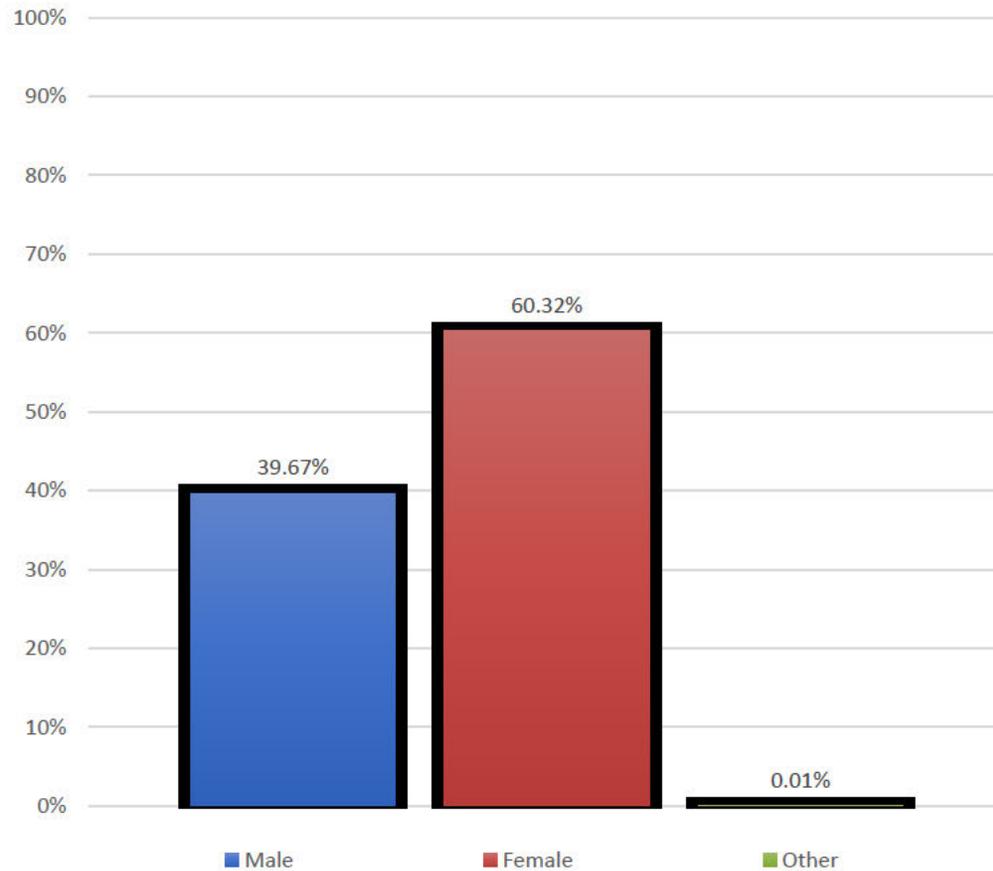
# SECTION III



# Representation by Gender

## State Government Workforce

Percent Composition of State Government Workforce by Gender as of January 1, 2022



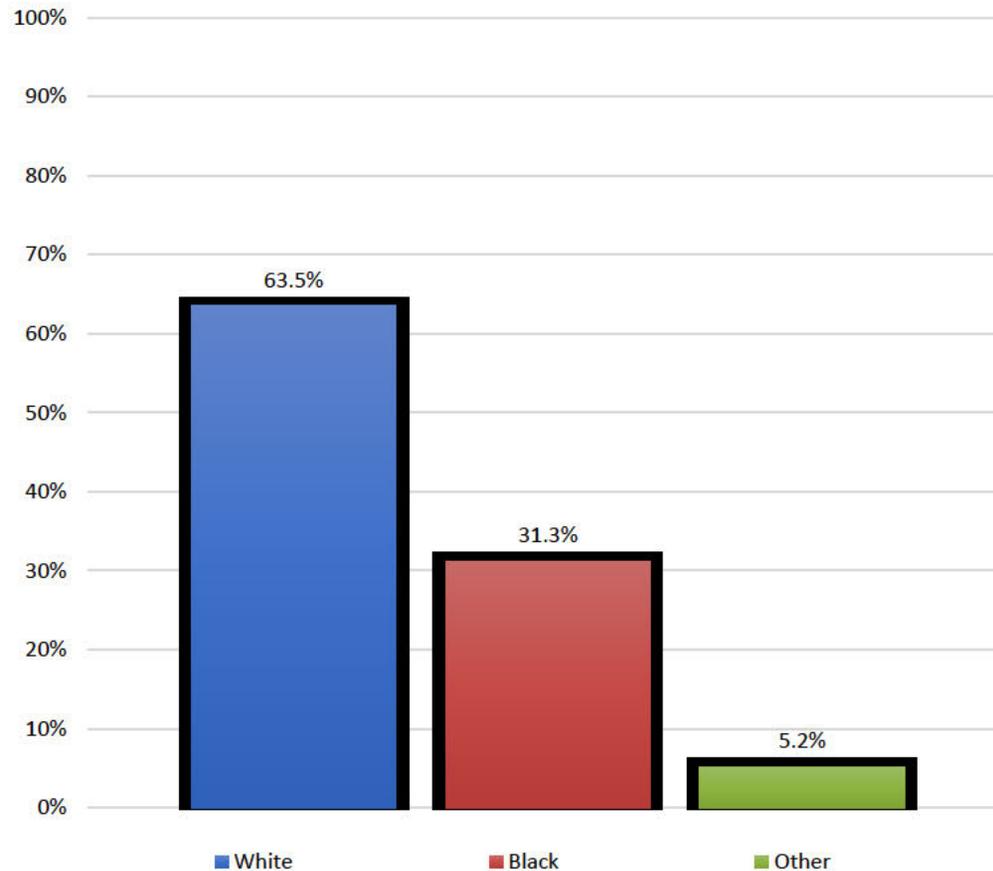
**Note: Percentages may not add up to 100% due to rounding.**

**Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2021-2022.**

# Representation by Race

## State Government Workforce

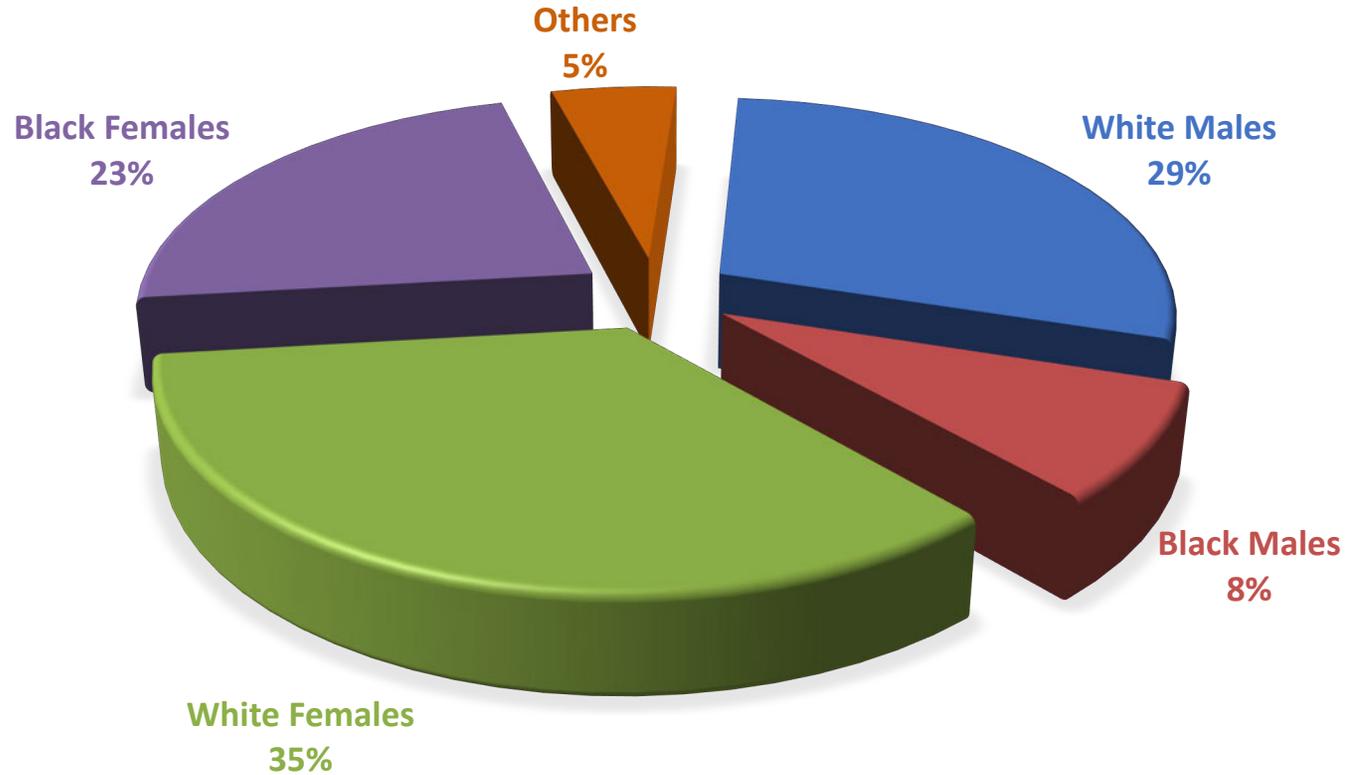
Percent Composition of State Government Workforce by Race as of January 1, 2022



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

**Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2021-2022.**

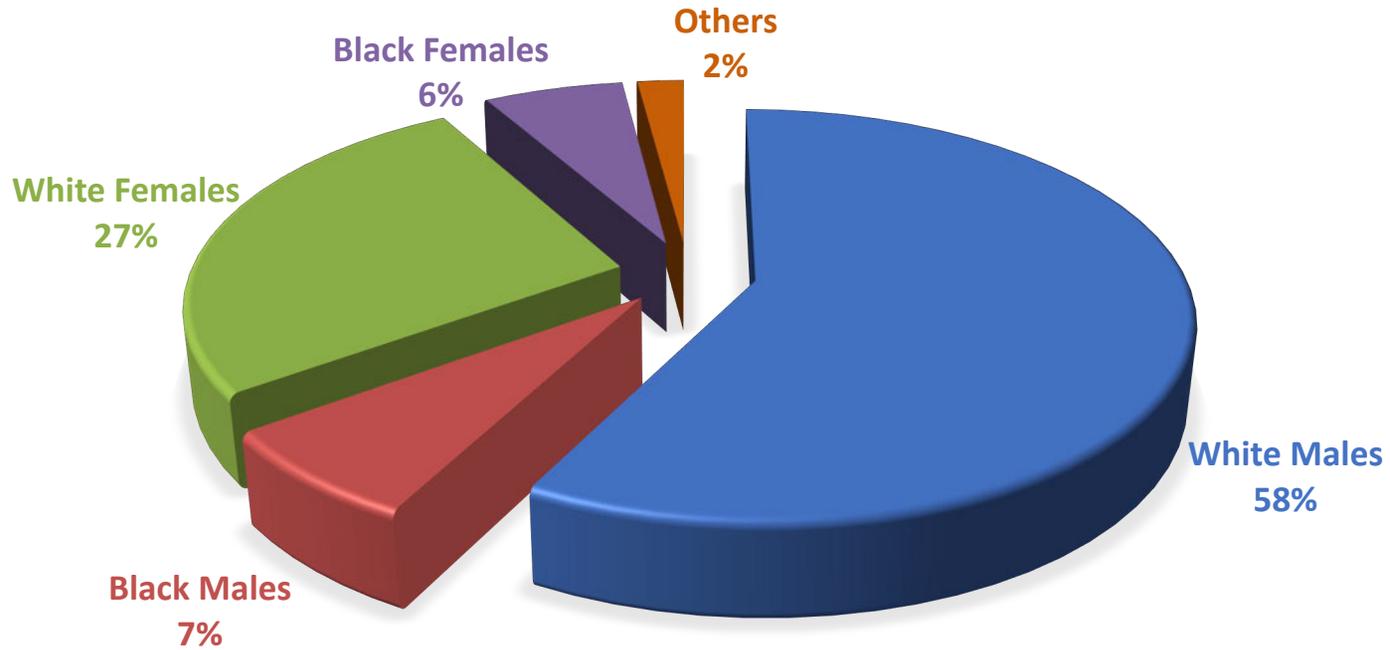
**Composition of State Government Workforce by Race and Sex  
January 1, 2022**



| # of Employees | White Males | Black Males | White Females | Black Females | Others | Total  |
|----------------|-------------|-------------|---------------|---------------|--------|--------|
|                | 19,653      | 5,814       | 23,632        | 15,482        | 3,564  | 68,145 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government agencies participating in the Affirmative Action Plan process for 2021-2022.

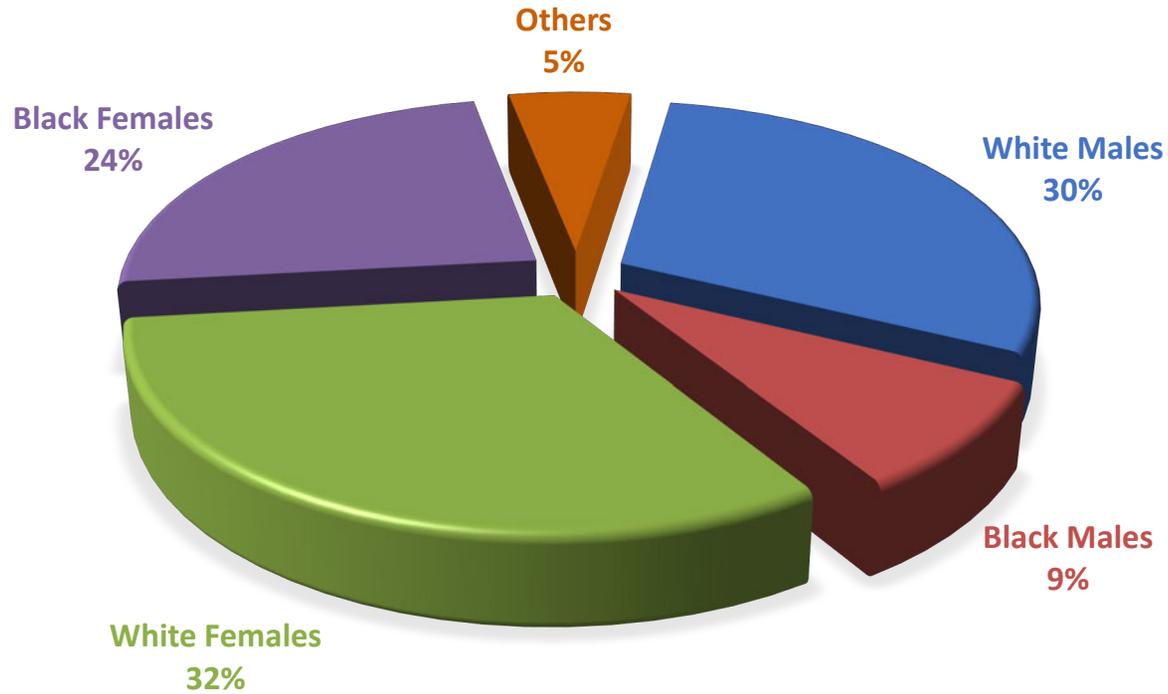
## Composition of Agency Heads September 30, 2022



|                       | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|-----------------------|--------------|--------------|---------------|---------------|--------------|--------------|
| <b># of Employees</b> | 56           | 7            | 26            | 6             | 2            | 97           |
| <b>Average Salary</b> | \$188,260.36 | \$184,682.14 | \$165,605.04  | \$159,259.17  | \$247,342.50 | \$181,353.88 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

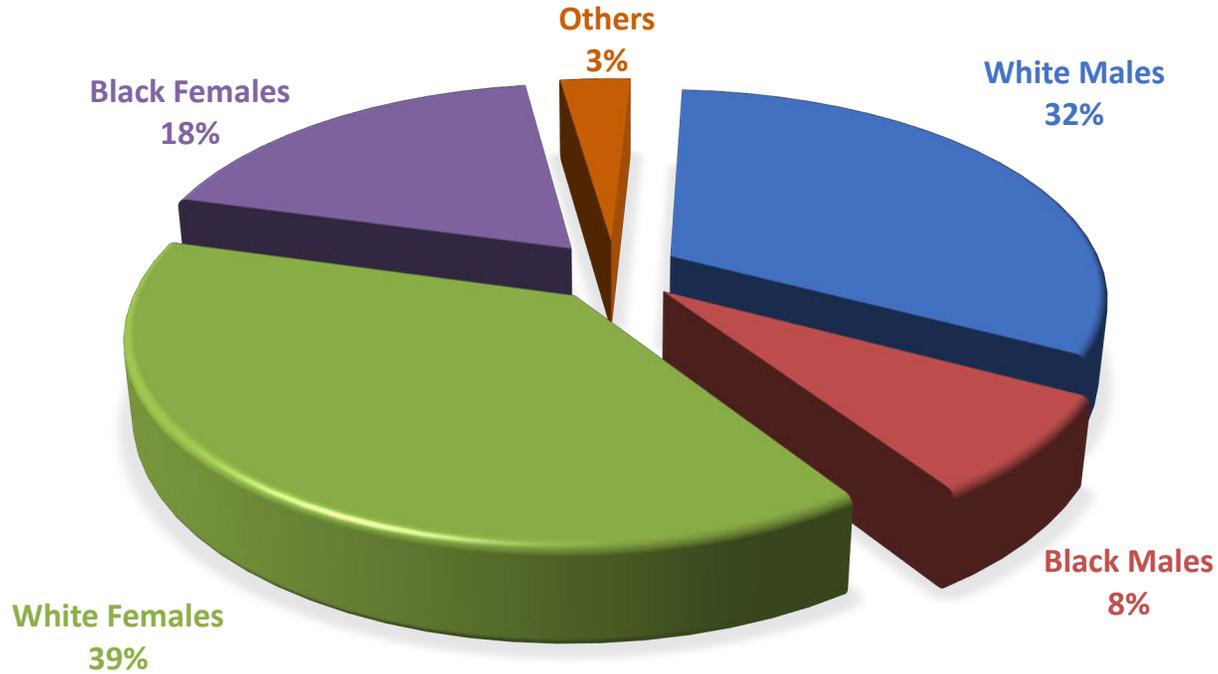
## Composition of State Government Workforce by Race and Sex with Average Salary September 30, 2022



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 16,703      | 4,925       | 18,060        | 13,302        | 3,123       | 56,113      |
| <b>Average Salary</b> | \$68,180.26 | \$52,370.98 | \$59,950.36   | \$47,309.30   | \$70,029.00 | \$59,299.17 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

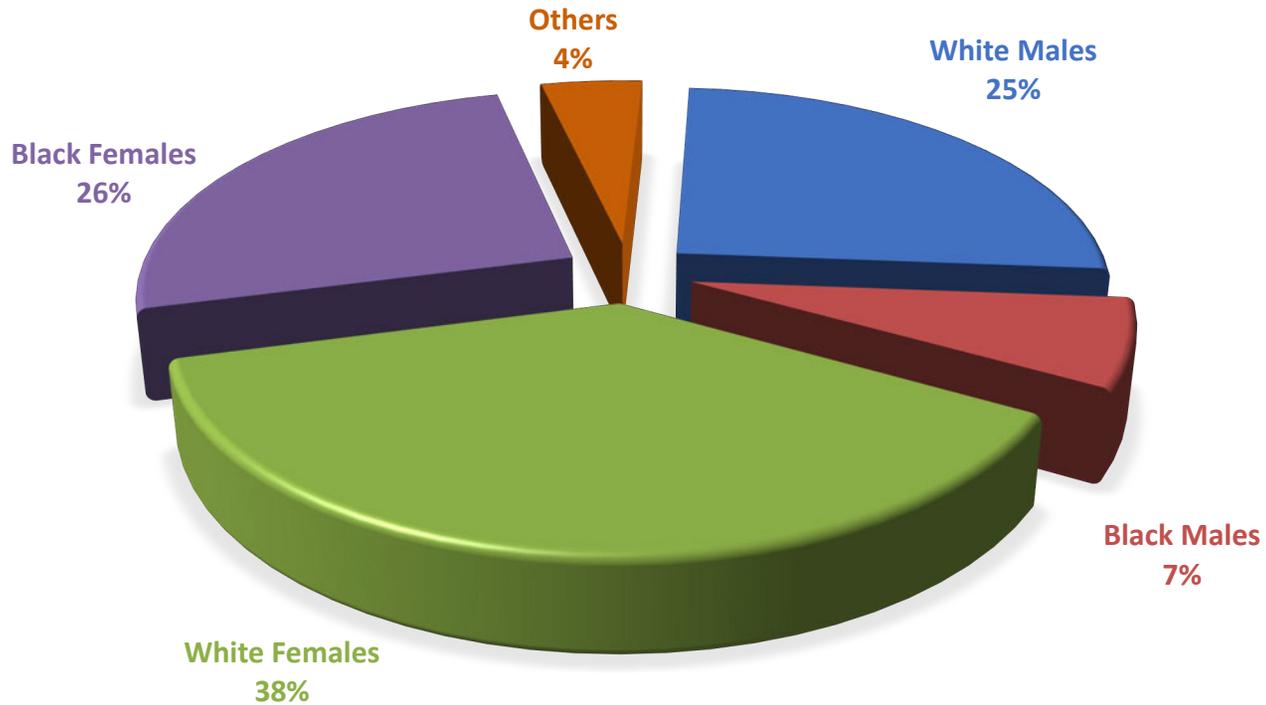
**Composition of E1: Executives  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 1,701       | 419         | 2,057         | 978           | 165         | 5,320       |
| <b>Average Salary</b> | \$91,596.70 | \$79,443.70 | \$83,078.01   | \$76,255.99   | \$79,573.03 | \$84,152.68 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

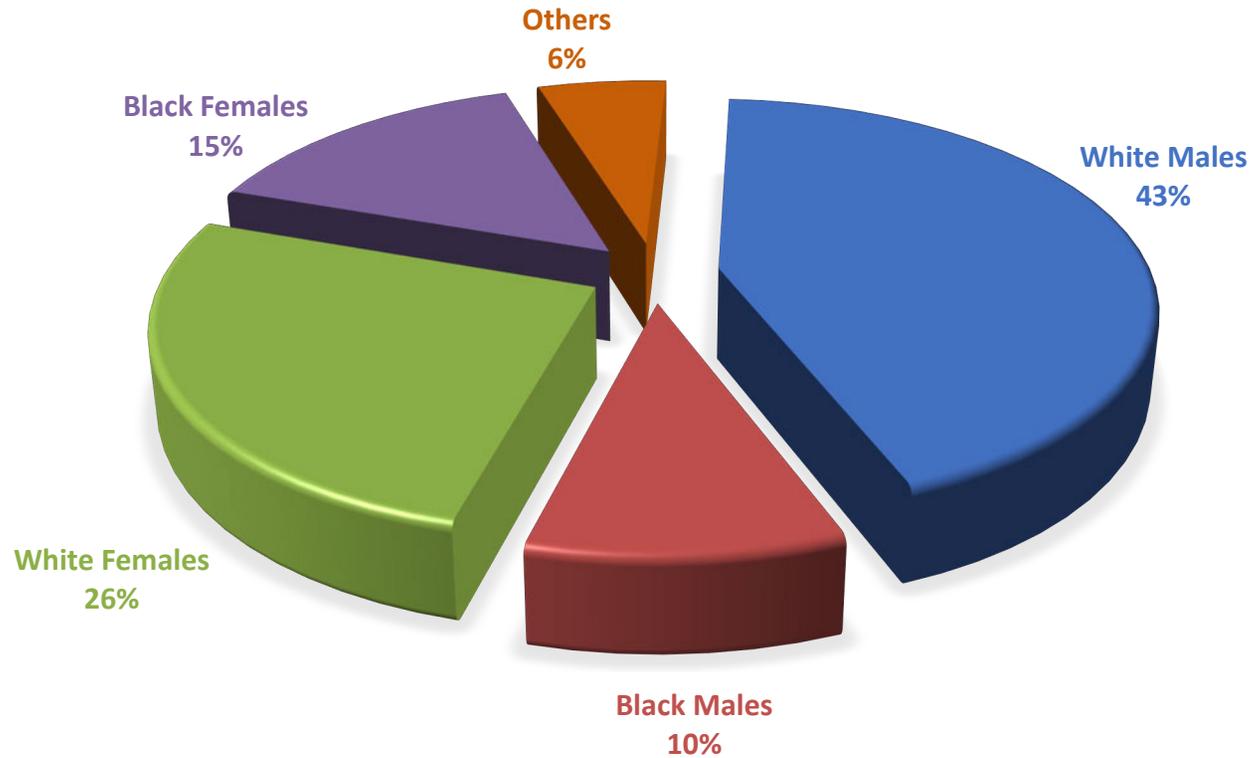
## Composition of E2: Professionals September 30, 2022



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 5,424       | 1,473       | 8,066         | 5,438         | 951         | 21,352      |
| <b>Average Salary</b> | \$66,448.15 | \$56,552.43 | \$57,856.12   | \$51,258.15   | \$60,774.13 | \$58,398.37 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

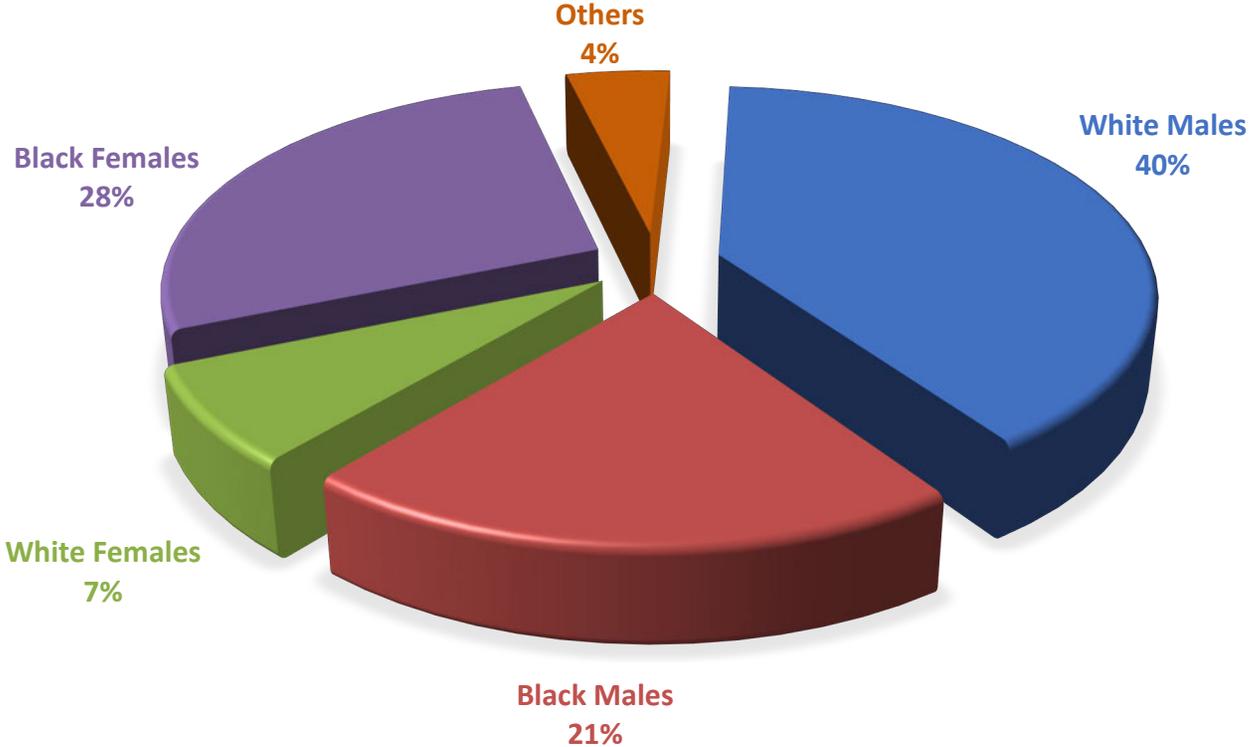
## Composition of E3: Technicians September 30, 2022



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 959         | 219         | 581           | 328           | 125         | 2,212       |
| <b>Average Salary</b> | \$49,133.10 | \$45,231.18 | \$46,621.71   | \$43,196.95   | \$49,210.47 | \$47,211.30 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

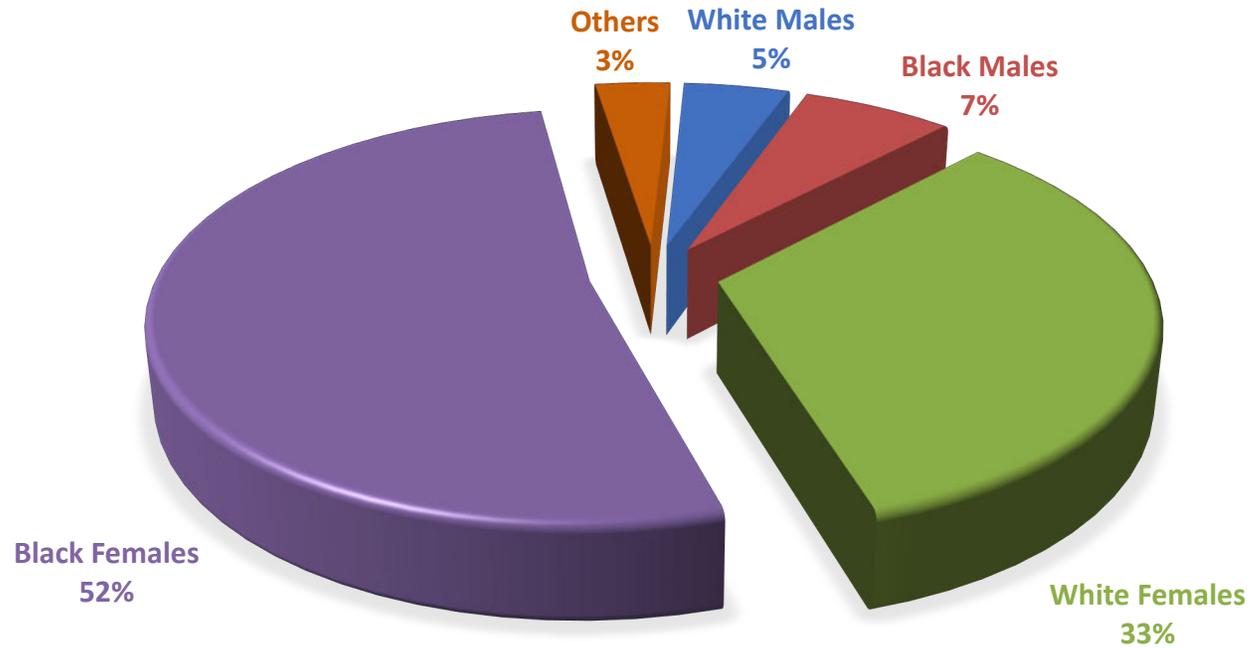
**Composition of E4: Protective Services  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 1,378       | 719         | 262           | 960           | 159         | 3,478       |
| <b>Average Salary</b> | \$45,629.28 | \$44,201.26 | \$43,976.85   | \$41,994.53   | \$44,284.18 | \$44,144.83 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

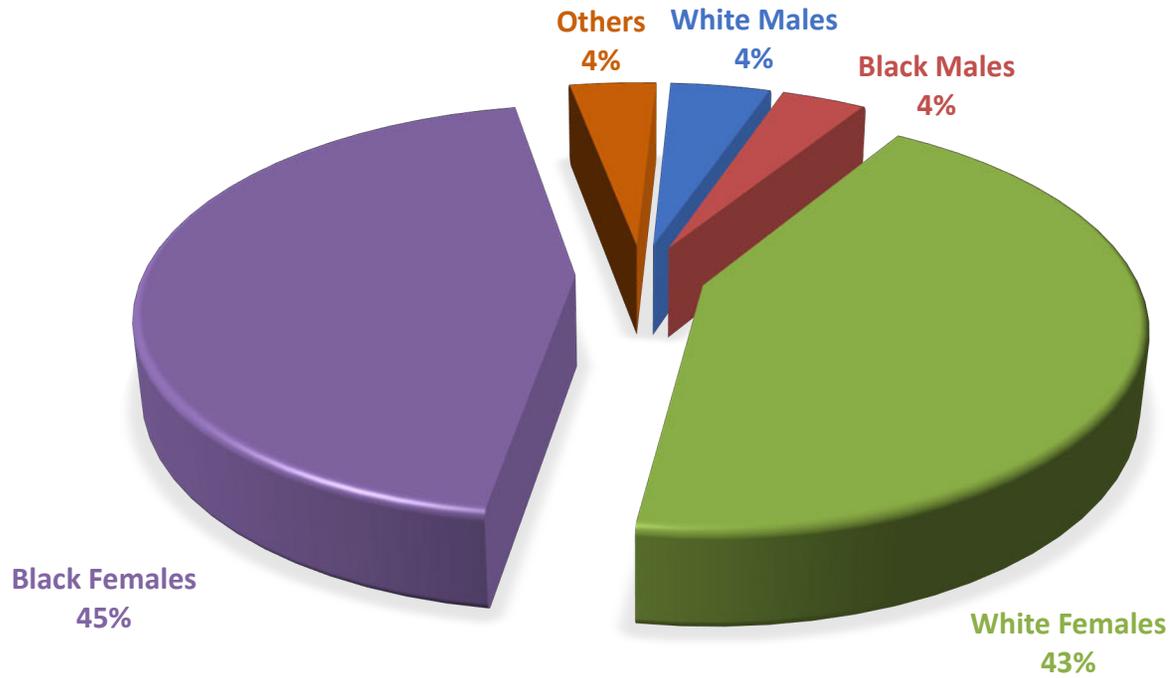
## Composition of State E5: Paraprofessionals September 30, 2022



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 308         | 439         | 2,211         | 3,457         | 219         | 6,634       |
| <b>Average Salary</b> | \$37,133.25 | \$36,672.87 | \$38,197.14   | \$37,147.84   | \$36,536.25 | \$37,445.26 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

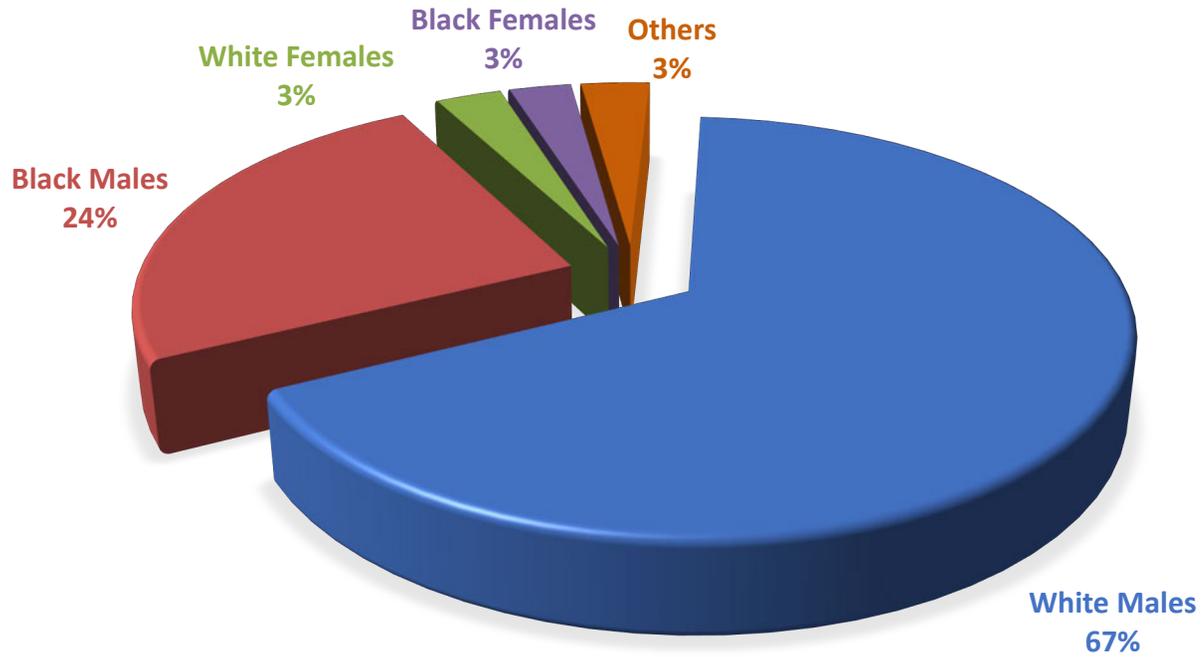
**Composition of E6: Secretarial/Clerical  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 105         | 88          | 1,037         | 1,063         | 91          | 2,384       |
| <b>Average Salary</b> | \$32,558.82 | \$31,555.09 | \$31,666.48   | \$30,901.35   | \$30,687.19 | \$31,323.13 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

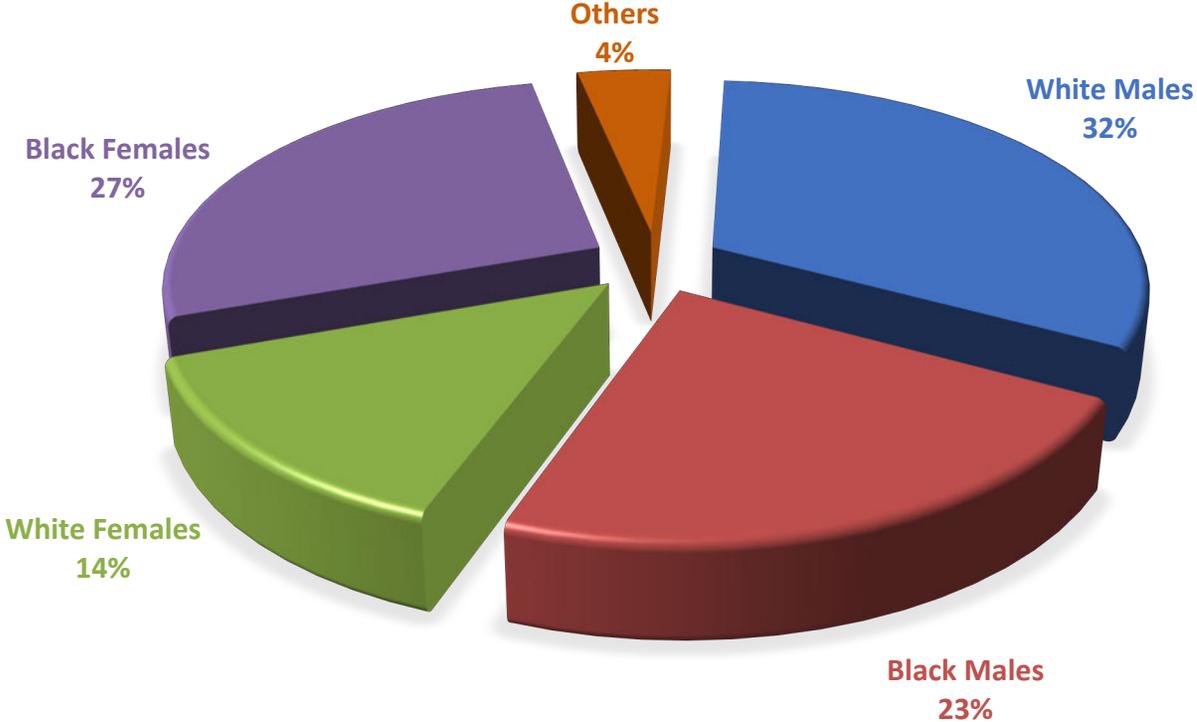
### Composition of E7: Skilled Craft September 30, 2022



|                | White Males | Black Males | White Females | Black Females | Others      | Total       |
|----------------|-------------|-------------|---------------|---------------|-------------|-------------|
| # of Employees | 2,298       | 846         | 99            | 94            | 104         | 3,441       |
| Average Salary | \$44,289.18 | \$41,598.10 | \$39,426.52   | \$38,023.53   | \$43,194.00 | \$43,283.39 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

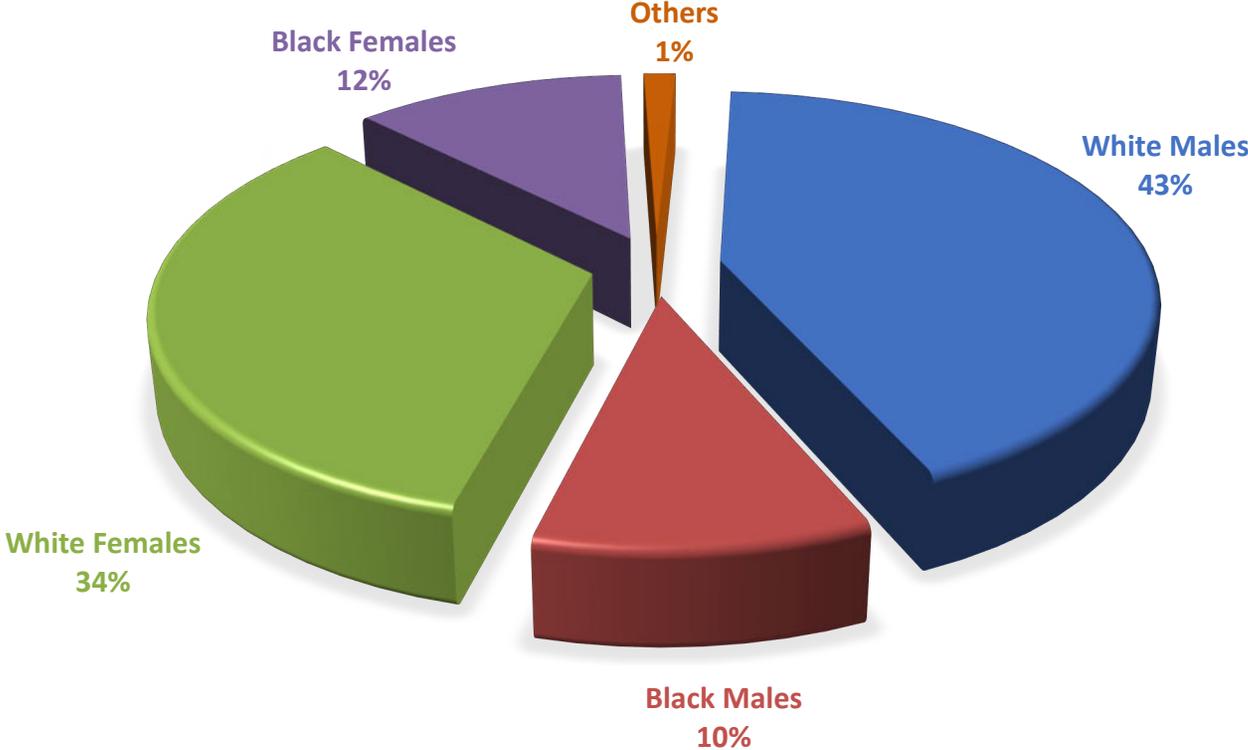
**Composition of E8: Service Maintenance  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 507         | 357         | 220           | 430           | 65          | 1,579       |
| <b>Average Salary</b> | \$34,760.21 | \$30,930.32 | \$31,580.36   | \$28,490.66   | \$29,796.25 | \$31,539.56 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

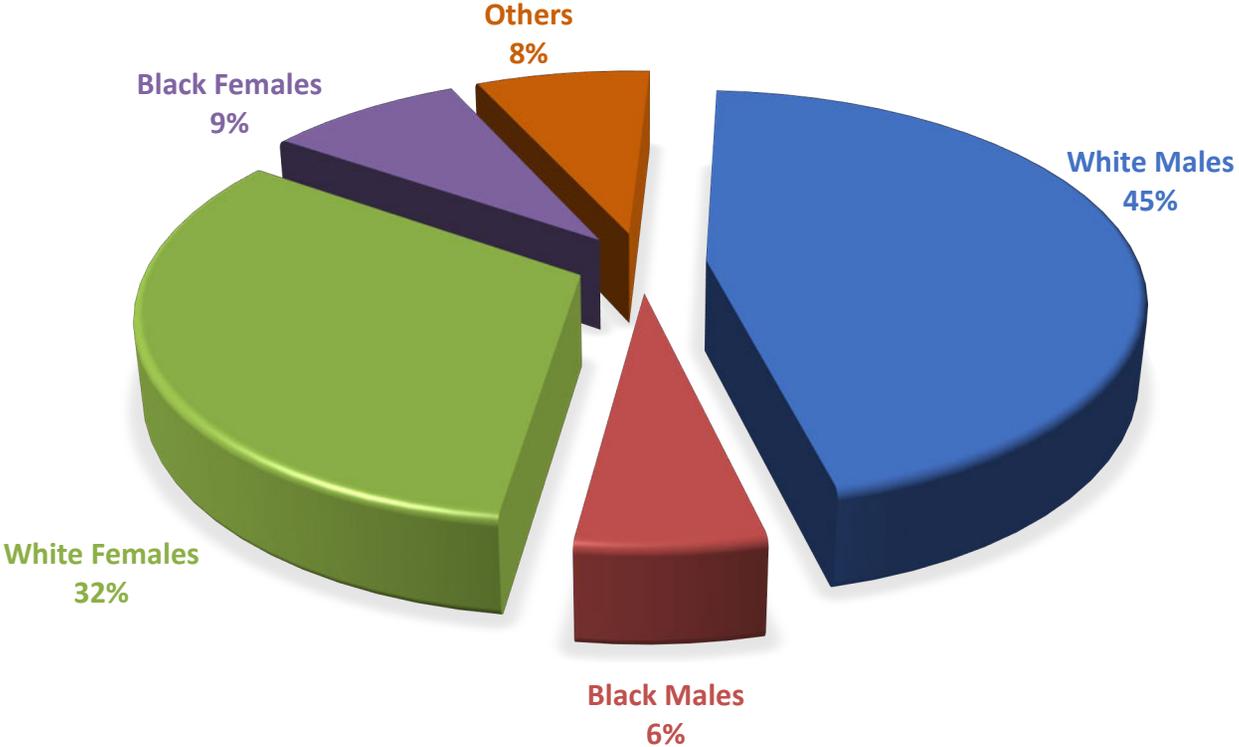
**Composition of C1: Executive (Non-Academic)  
September 30, 2022**



|                       | White Males  | Black Males  | White Females | Black Females | Others       | Total        |
|-----------------------|--------------|--------------|---------------|---------------|--------------|--------------|
| <b># of Employees</b> | 61           | 15           | 48            | 17            | 2            | 143          |
| <b>Average Salary</b> | \$204,122.85 | \$201,981.67 | \$179,042.50  | \$147,716.94  | \$157,338.50 | \$188,119.75 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

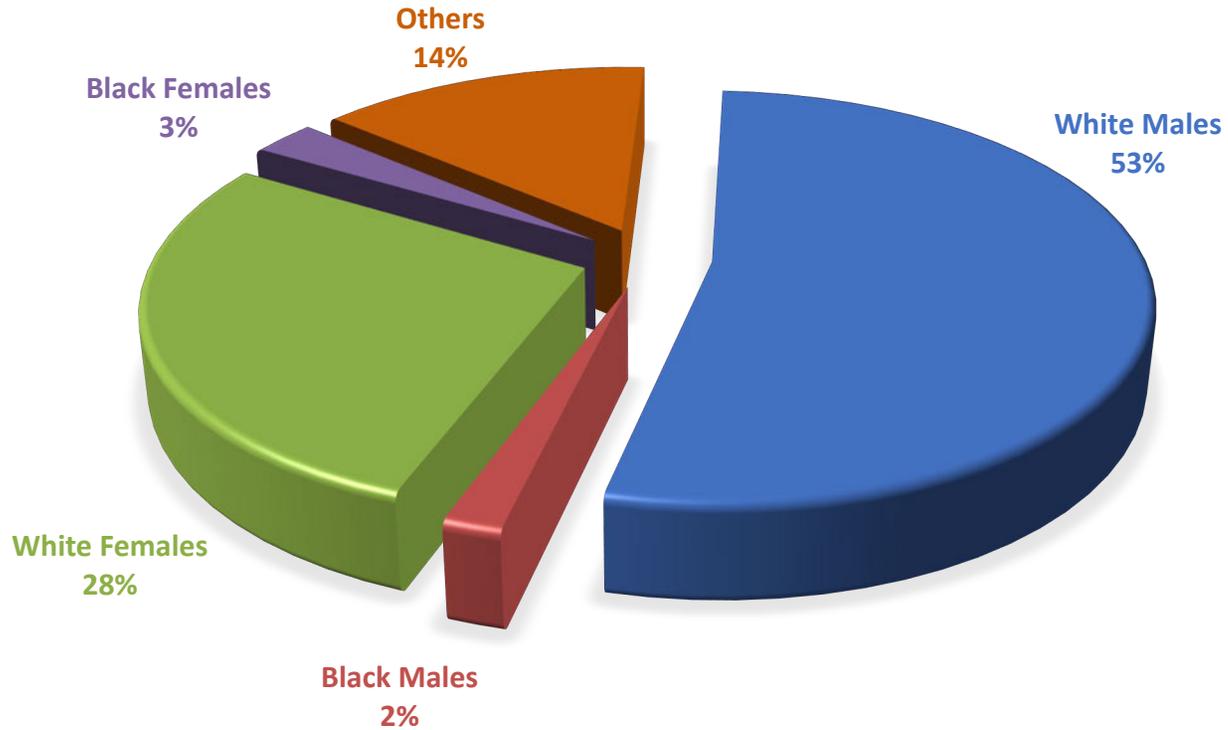
**Composition of C2: Executive (Academic)  
September 30, 2022**



|                       | White Males  | Black Males | White Females | Black Females | Others       | Total        |
|-----------------------|--------------|-------------|---------------|---------------|--------------|--------------|
| <b># of Employees</b> | 154          | 20          | 110           | 29            | 26           | 339          |
| <b>Average Salary</b> | \$132,176.82 | \$99,022.76 | \$111,347.97  | \$95,125.31   | \$150,586.18 | \$121,704.54 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

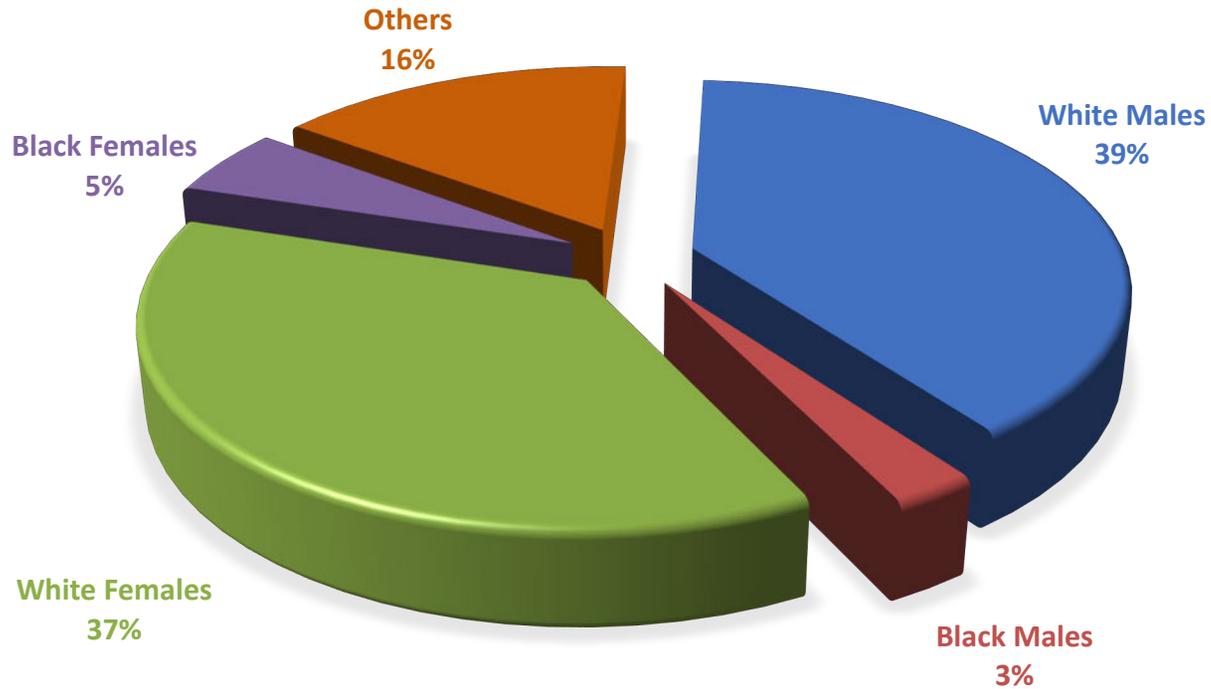
### Composition of C3: Professors September 30, 2022



|                       | White Males  | Black Males | White Females | Black Females | Others       | Total        |
|-----------------------|--------------|-------------|---------------|---------------|--------------|--------------|
| <b># of Employees</b> | 1,021        | 36          | 539           | 53            | 281          | 1,930        |
| <b>Average Salary</b> | \$122,291.37 | \$98,050.53 | \$111,640.95  | \$118,028.39  | \$126,480.21 | \$119,357.63 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

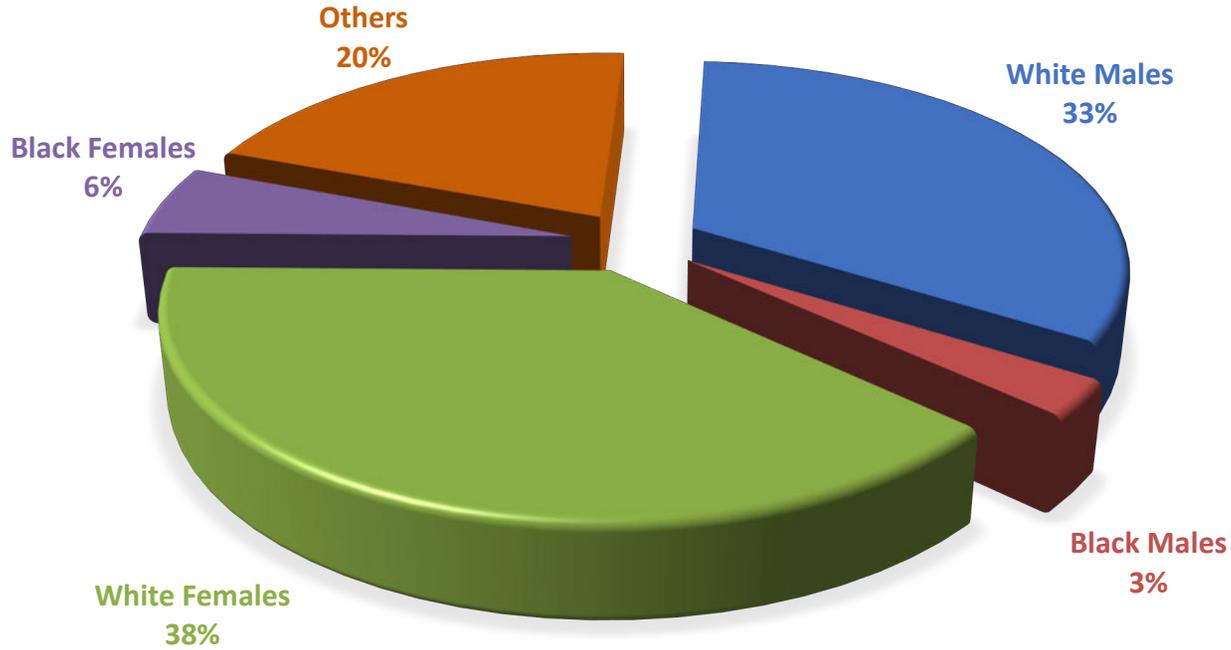
## Composition of C4: Associate Professors September 30, 2022



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 747         | 51          | 708           | 102           | 298         | 1,906       |
| <b>Average Salary</b> | \$86,872.28 | \$88,833.35 | \$85,642.04   | \$86,401.65   | \$95,585.30 | \$87,804.85 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

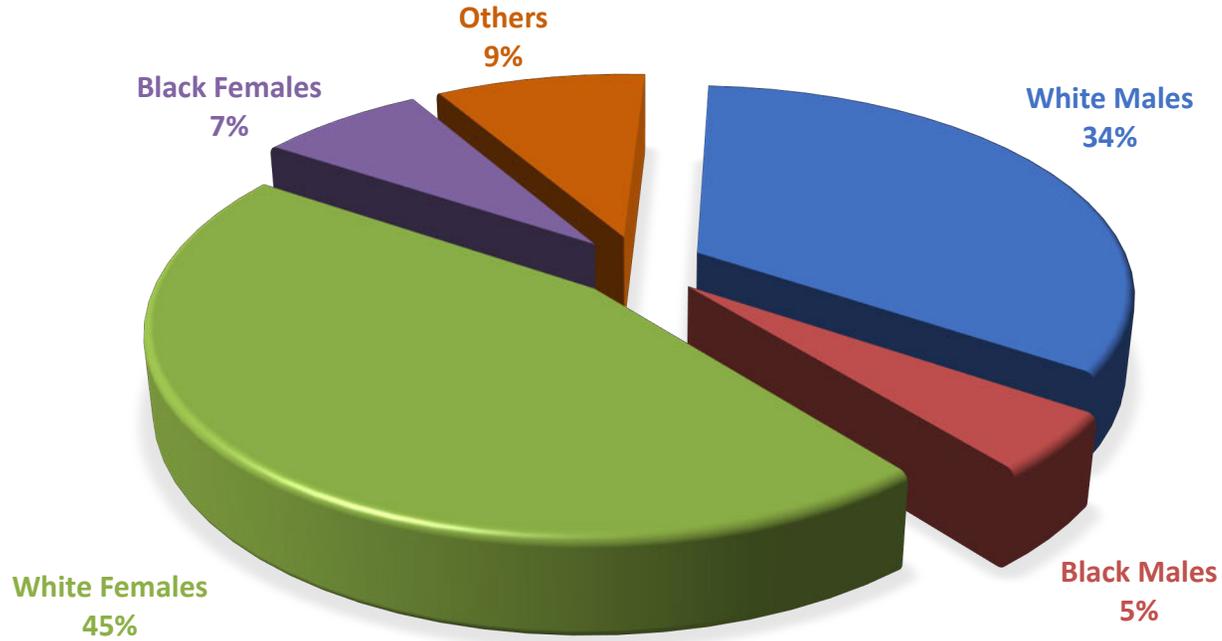
**Composition of C5: Assistant Professors  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 623         | 53          | 724           | 104           | 377         | 1,881       |
| <b>Average Salary</b> | \$77,763.39 | \$78,146.05 | \$72,661.75   | \$73,973.05   | \$86,060.58 | \$77,263.94 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

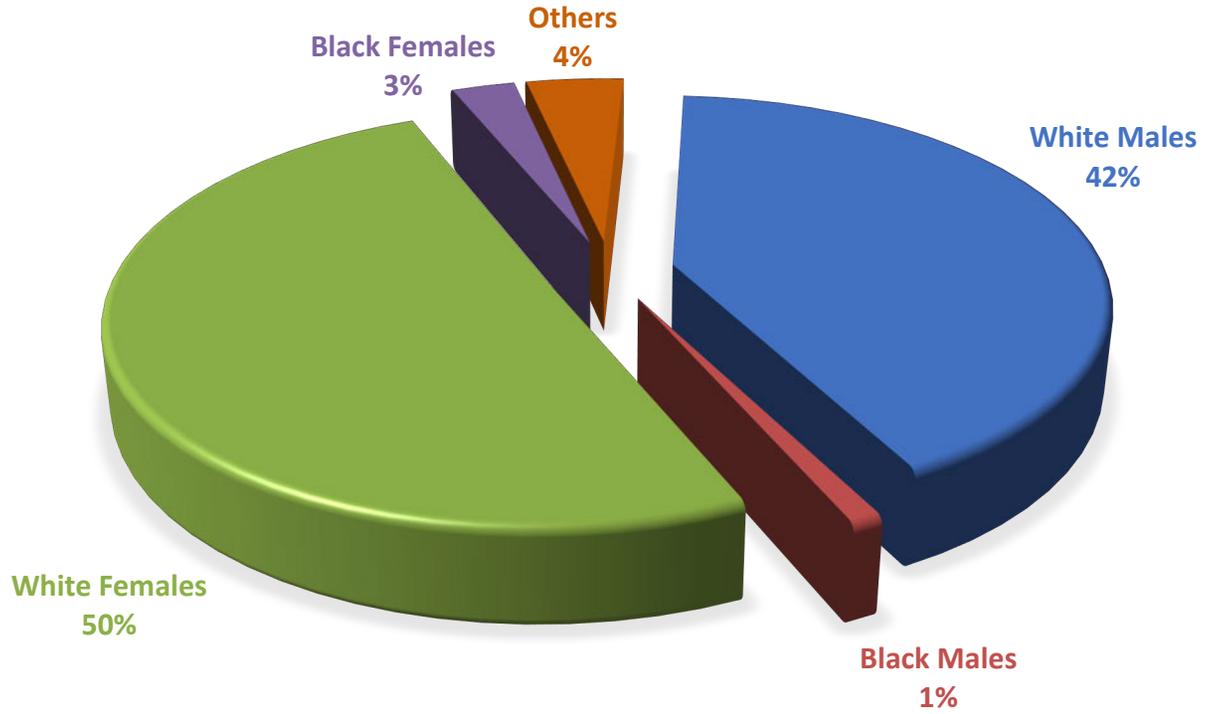
## Composition of C6: Instructors September 30, 2022



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 455         | 63          | 611           | 98            | 125         | 1,352       |
| <b>Average Salary</b> | \$58,993.26 | \$55,960.52 | \$57,352.34   | \$57,222.53   | \$57,585.62 | \$57,851.88 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

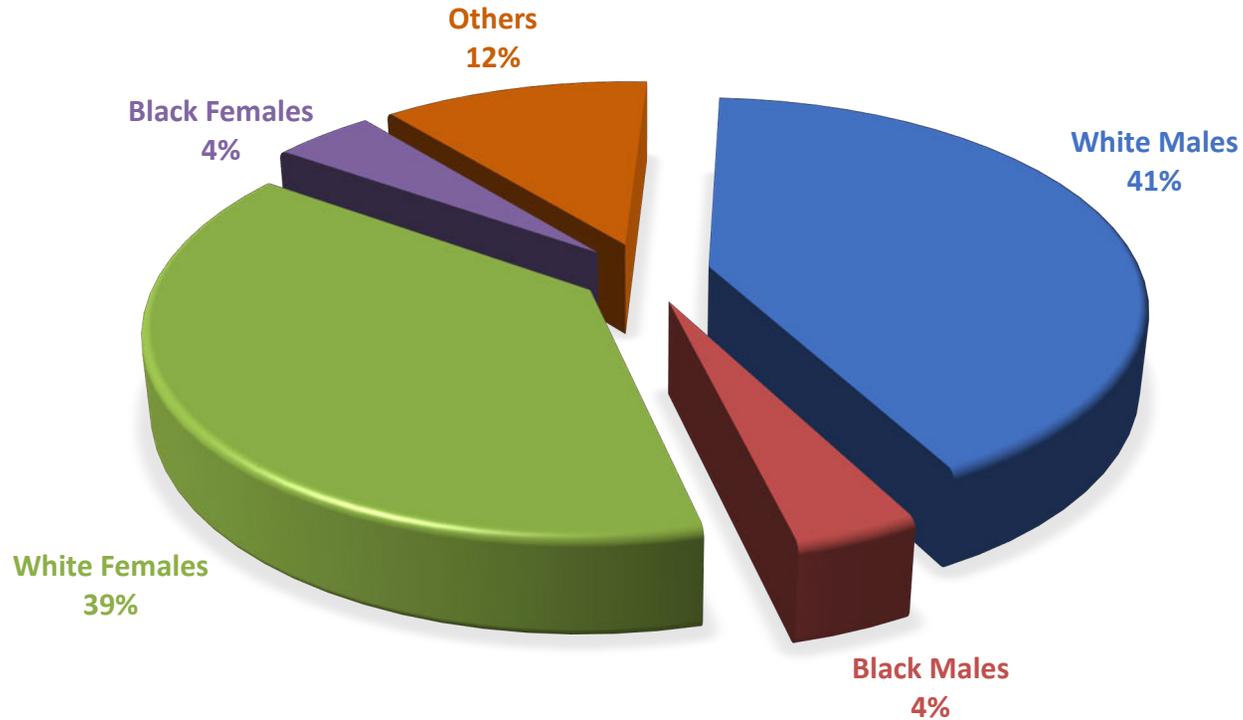
**Composition of C7: Lecturers  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 165         | 4           | 200           | 11            | 17          | 397         |
| <b>Average Salary</b> | \$70,874.96 | \$76,055.03 | \$60,476.91   | \$54,894.34   | \$67,471.29 | \$65,100.30 |

Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System

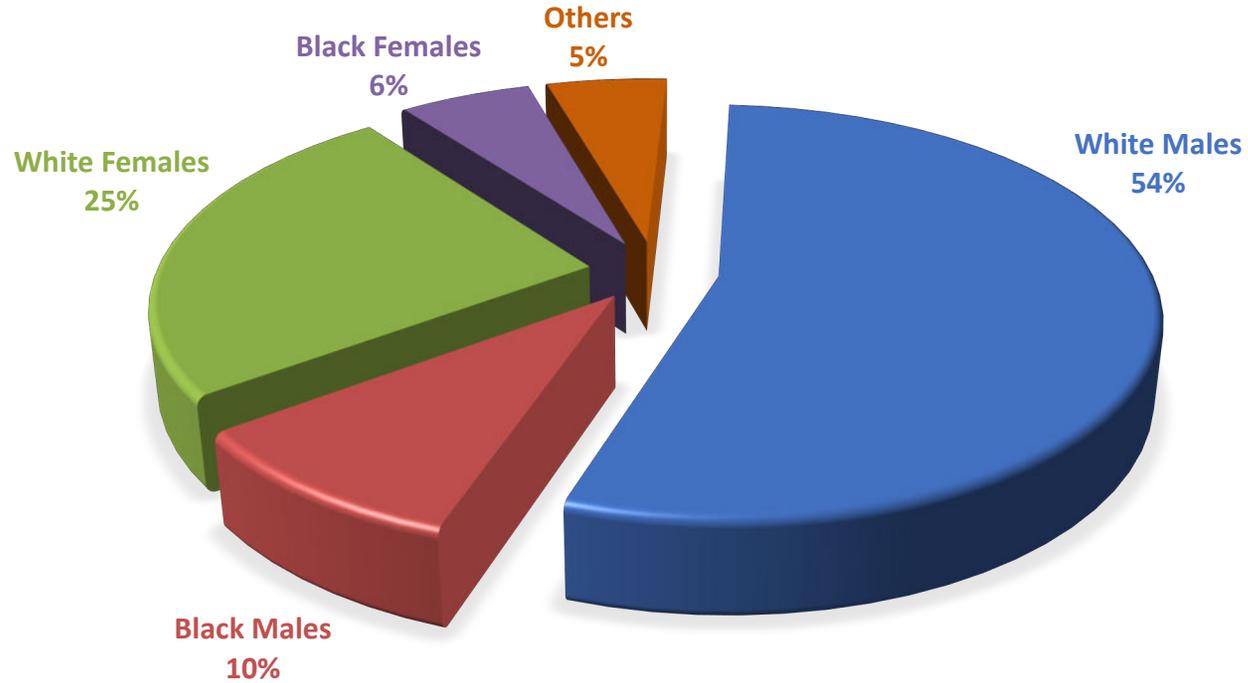
**Composition of C8: Other (Academic)  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 85          | 8           | 79            | 9             | 24          | 205         |
| <b>Average Salary</b> | \$88,380.94 | \$77,075.64 | \$79,597.34   | \$73,650.22   | \$81,285.83 | \$83,077.49 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

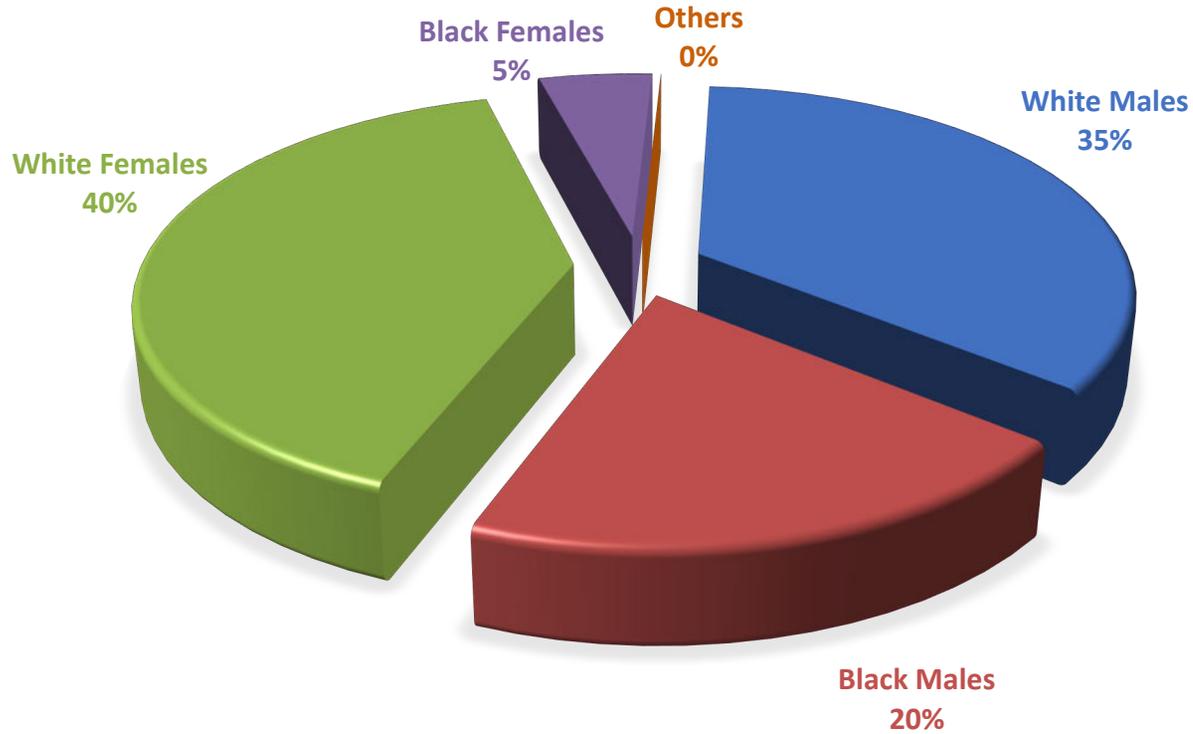
**Composition of C9: Other (Non-Academic)  
September 30, 2022**



|                       | White Males  | Black Males  | White Females | Black Females | Others      | Total       |
|-----------------------|--------------|--------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 452          | 80           | 207           | 48            | 44          | 831         |
| <b>Average Salary</b> | \$101,587.83 | \$129,625.75 | \$63,509.48   | \$98,287.91   | \$82,512.93 | \$93,601.22 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

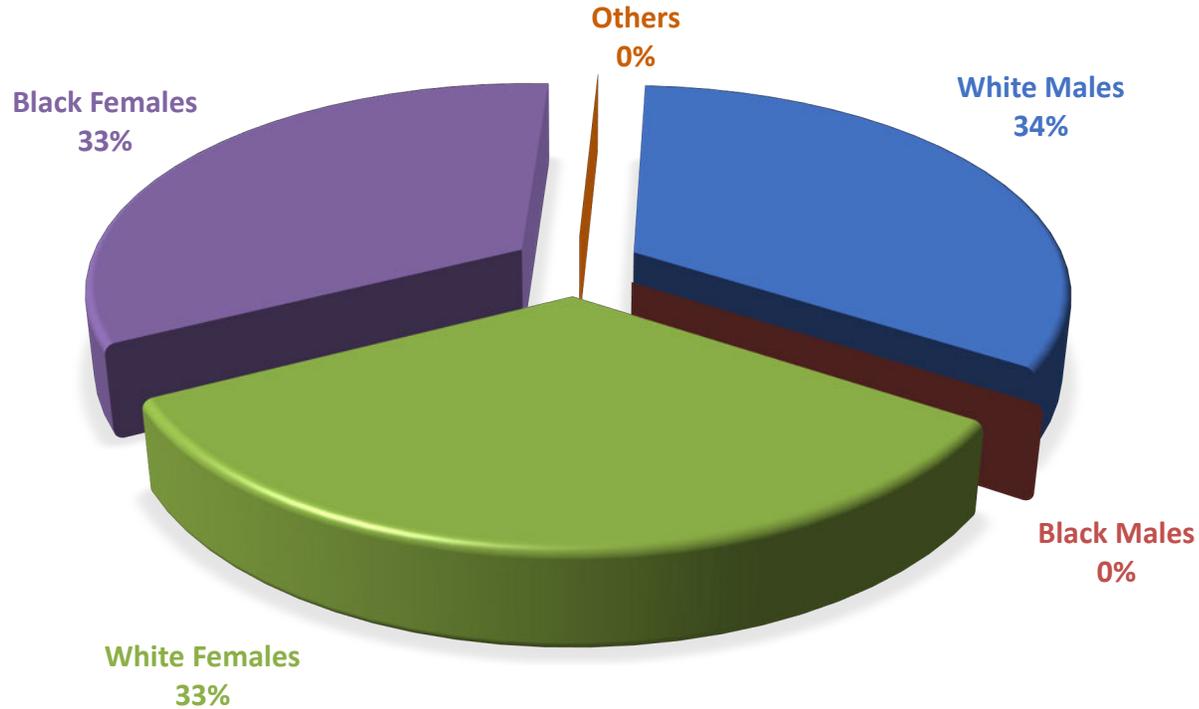
**Composition of T1: Executives (Non-Academic)  
September 30, 2022**



|                       | White Males  | Black Males  | White Females | Black Females | Others | Total        |
|-----------------------|--------------|--------------|---------------|---------------|--------|--------------|
| <b># of Employees</b> | 7            | 4            | 8             | 1             | 0      | 20           |
| <b>Average Salary</b> | \$193,367.00 | \$191,065.00 | \$188,466.00  | \$205,000.00  | -      | \$191,527.85 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

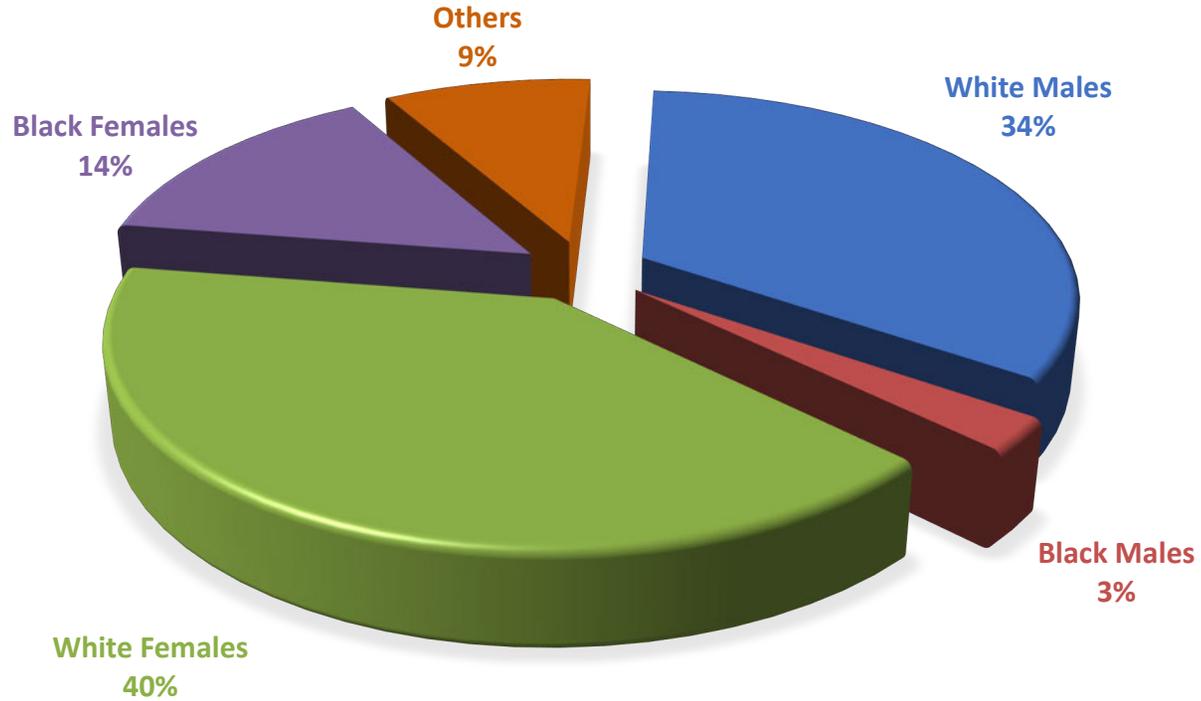
**Composition of T2: Executives (Academic)  
September 30, 2022**



|                       | White Males  | Black Males | White Females | Black Females | Others | Total       |
|-----------------------|--------------|-------------|---------------|---------------|--------|-------------|
| <b># of Employees</b> | 2            | 0           | 2             | 2             | 0      | 6           |
| <b>Average Salary</b> | \$100,242.00 | -           | \$92,899.00   | \$106,766.00  | -      | \$99,969.00 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

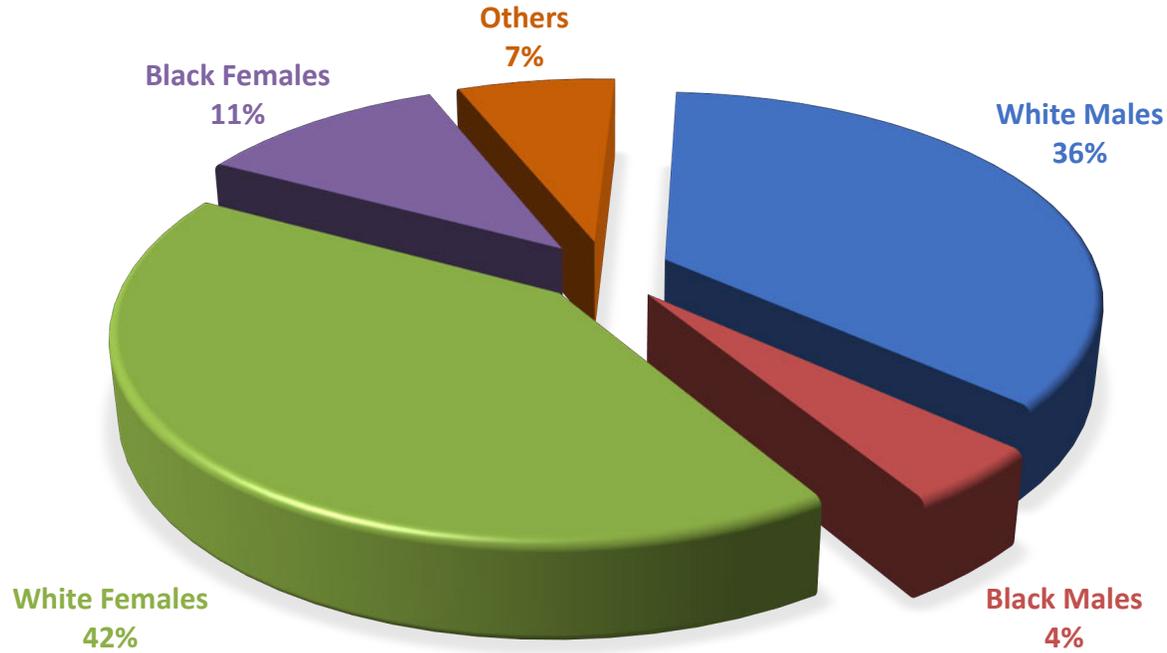
**Composition of T3: Faculty (Administrative)  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 26          | 2           | 31            | 11            | 7           | 77          |
| <b>Average Salary</b> | \$63,921.00 | \$65,213.00 | \$61,732.00   | \$58,007.00   | \$63,937.57 | \$62,229.92 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

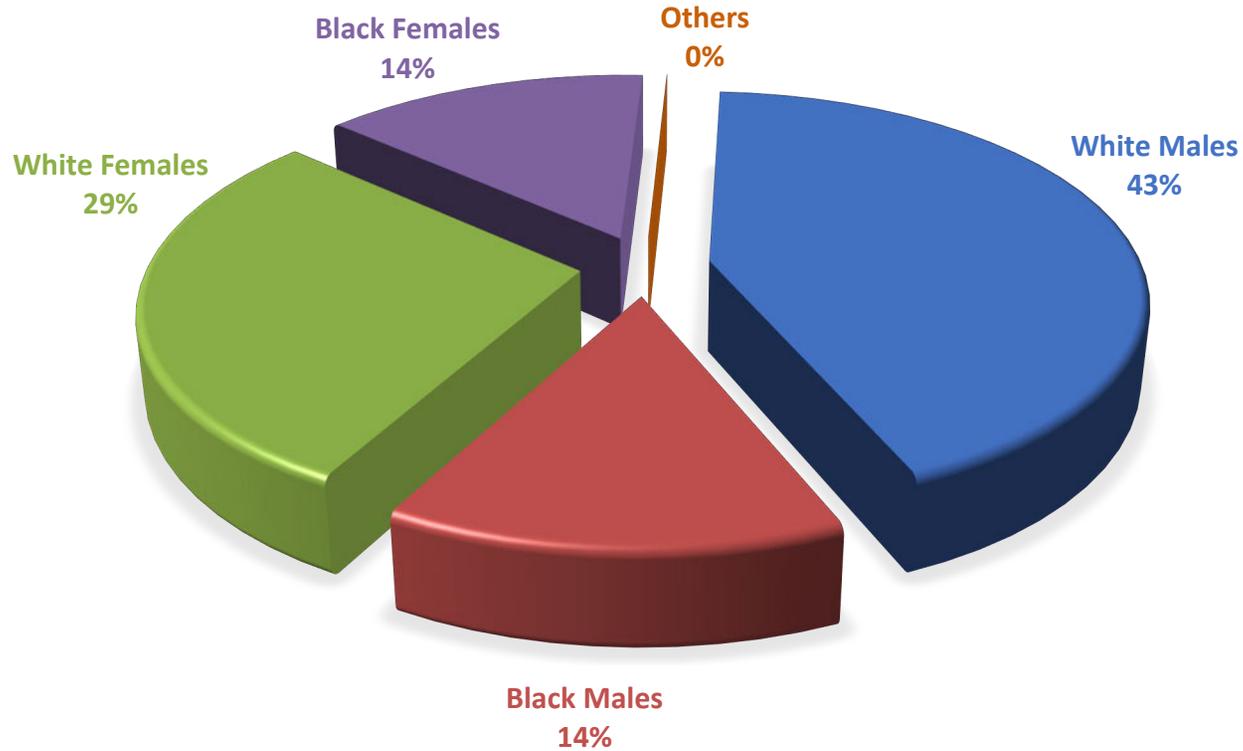
**Composition of T4: Faculty (Teaching)  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others      | Total       |
|-----------------------|-------------|-------------|---------------|---------------|-------------|-------------|
| <b># of Employees</b> | 222         | 28          | 258           | 68            | 43          | 619         |
| <b>Average Salary</b> | \$53,508.00 | \$54,385.00 | \$53,386.00   | \$54,067.00   | \$53,141.65 | \$53,532.78 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

**Composition of T5: Faculty (Non-Teaching)  
September 30, 2022**



|                       | White Males | Black Males | White Females | Black Females | Others | Total       |
|-----------------------|-------------|-------------|---------------|---------------|--------|-------------|
| <b># of Employees</b> | 3           | 1           | 2             | 1             | 0      | 7           |
| <b>Average Salary</b> | \$91,705.00 | \$95,664.00 | \$90,455.00   | \$54,432.00   | -      | \$86,588.71 |

**Pie chart percentage totals may not equal 100% due to rounding.  
Source of data: SC State Government, Human Resources System**

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Status of Affirmative Action Programs

# SECTION IV



## **Status of Affirmative Action Programs**

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

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

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

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

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

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

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

Step 1: Add together all percentages figures in Section 6 of the agency charts. Wherever a 0\* appears, it is not included in the calculation and counts either 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 each Yes) in section 6.

This is the percentage of goals achieved.

**STATE GOVERNMENT'S TOP TEN & BELOW 70%**  
**(Highest to Lowest)**

**CHART A**

| <b>RANKING</b> | <b>TOP TEN AGENCY</b>                               | <b>PERCENT</b> |
|----------------|---|----------------|
| 1              | Accident Fund, State                                | 100.0%         |
| 1              | Ethics Commission                                   | 100.0%         |
| 1              | Indigent Defense                                    | 100.0%         |
| 1              | Public Service Commission                           | 100.0%         |
| 2              | York Technical College                              | 99.4%          |
| 3              | Trident Technical College                           | 98.8%          |
| 4              | State Board for Technical & Comprehensive Education | 98.0%          |
| 5              | State Library                                       | 97.6%          |
| 6              | Vocational Rehabilitation, Department of            | 96.8%          |
| 7              | Labor, Licensing & Regulation, Department of        | 96.4%          |
| 8              | Housing Finance & Development, State                | 96.3%          |
| 9              | Greenville Technical College                        | 95.9%          |
| 10             | Board Financial Institution, State of               | 96.4%          |

| <b>RANKING</b> | <b>AGENCY ACHIEVING LESS THAN 70%</b> | <b>PERCENT</b> |
|----------------|---------------------------------------|----------------|
| 76             | South Carolina State University       | 69.6%          |
| 77             | Park, Recreation, & Tourism           | 68.9%          |
| 78             | Forestry Commission                   | 64.6%          |

# PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

## CHART B

| <b>RANKING</b> | <b>AGENCY</b>  | <b>PERCENT</b> | <b>RANKING</b> | <b>AGENCY</b>                                 | <b>PERCENT</b> |
|----------------|--|----------------|----------------|---|----------------|
| 1              | Accident Fund, State                                 | 100.0%         | 20             | Social Services, Dept. of                     | 92.1%          |
| 1              | Indigent Defense                                     | 100.0%         | 21             | Aiken Technical College                       | 92.0%          |
| 1              | Public Service Commission                            | 100.0%         | 22             | Governor's School for Science & Math          | 91.8%          |
| 1              | Ethics Commission                                    | 100.0%         | 23             | Archives & History                            | 91.0%          |
| 2              | York Technical College                               | 99.4%          | 24             | Auditor's Office, State                       | 90.8%          |
| 3              | Trident Technical College                            | 98.8%          | 24             | Comptroller General                           | 90.8%          |
| 4              | Technical & Comprehensive Education, St. Board for   | 98.0%          | 25             | Insurance, Department of                      | 90.7%          |
| 5              | Library, State                                       | 97.6%          | 25             | Adjutant General's Office                     | 90.7%          |
| 6              | Vocational Rehabilitation, Department of             | 96.8%          | 26             | Spartanburg Community College                 | 90.4%          |
| 7              | Labor, Licensing & Regulation, Department of         | 96.4%          | 27             | Revenue, Department of                        | 90.2%          |
| 8              | *Housing Finance & Development, State                | 96.3%          | 27             | Santee Cooper                                 | 90.2%          |
| 9              | Greenville Technical College                         | 95.9%          | 28             | Orangeburg-Calhoun Technical College          | 89.9%          |
| 10             | Financial Institutions, State Board of               | 95.8%          | 29             | Employment and Workforce, Department of       | 89.7%          |
| 11             | Governor's School for Agriculture at John de la Howe | 95.7%          | 30             | Blind, Commission for the                     | 89.6%          |
| 11             | Central Carolina Technical College                   | 95.7%          | 30             | Health & Environmental Control, Department of | 89.6%          |
| 12             | Museum Commission                                    | 95.4%          | 31             | Mental Health, Department of                  | 89.3%          |
| 13             | Piedmont Technical College                           | 94.9%          | 32             | Administration, Department of                 | 89.2%          |
| 14             | Educational Lottery                                  | 94.8%          | 32             | Corrections, Department of                    | 89.2%          |
| 14             | Higher Education, Commission on                      | 94.8%          | 33             | Workers Compensation                          | 89.2%          |
| 14             | Retirement System                                    | 94.8%          | 34             | Florence-Darlington Technical College         | 89.0%          |
| 15             | Treasurer's Office, State                            | 94.7%          | 35             | Motor Vehicles, Department of                 | 88.7%          |
| 16             | Fiscal Accountability Authority, State               | 94.3%          | 36             | Technical College of the Lowcountry           | 88.6%          |
| 17             | Winthrop University                                  | 94.2%          | 37             | Attorney General's Office                     | 88.4%          |
| 18             | Alcohol and Other Drug Abuse Services                | 93.2%          | 38             | Education, Department of                      | 88.0%          |
| 19             | Transportation, Department of                        | 92.5%          | 39             | College of Charleston                         | 87.9%          |
| 19             | Commerce, Department of                              | 92.5%          | 40             | Health and Human Services                     | 87.5%          |

# PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

## CHART B

| RANKING | AGENCY   | PERCENT | RANKING | AGENCY                                      | PERCENT |
|---------|--|---------|---------|---|---------|
| 41      | Midland's Technical College                      | 87.2%   | 63      | Williamsburg Technical College              | 77.6%   |
| 42      | Children's Advocacy, Department of               | 86.4%   | 64      | Medical University of South Carolina        | 77.2%   |
| 43      | Disabilities & Special Needs, Department of      | 86.1%   | 65      | Northeastern Technical College              | 76.6%   |
| 43      | Regulatory Staff, Office of                      | 86.1%   | 66      | Agriculture, Department of                  | 76.5%   |
| 44      | Medical University Hospital Authority            | 85.5%   | 66      | Revenue & Fiscal Affairs                    | 76.5%   |
| 45      | Deaf & Blind, School for the                     | 84.9%   | 67      | State Law Enforcement Division              | 76.0%   |
| 46      | Public Employee Benefits Authority               | 84.7%   | 68      | Horry-Georgetown Technical College          | 76.0%   |
| 47      | Sea Grant Consortium                             | 84.5%   | 69      | Citadel                                     | 75.4%   |
| 48      | University of South Carolina                     | 84.3%   | 70      | Consumer Affairs                            | 75.2%   |
| 48      | Wil Lou Gray Opportunity School                  | 84.3%   | 71      | Secretary of State's Office, South Carolina | 75.0%   |
| 49      | Veteran Affairs, Dept. of                        | 84.2%   | 72      | Patriots Point Authority                    | 73.9%   |
| 50      | Educational Television                           | 84.0%   | 73      | Natural Resources                           | 73.1%   |
| 51      | Lander University                                | 83.7%   | 74      | Denmark Technical College                   | 72.9%   |
| 52      | Elections, Commission                            | 83.3%   | 75      | Ports Authority, State                      | 72.6%   |
| 53      | Probation, Parole, & Pardon, Services Department | 83.1%   | 76      | South Carolina State University             | 69.6%   |
| 54      | Clemson University                               | 82.2%   | 77      | Parks, Recreation, & Tourism, Department of | 68.9%   |
| 55      | Public Safety, Department of                     | 82.1%   | 78      | Forestry Commission                         | 64.6%   |
| 56      | Arts Commission                                  | 82.0%   |         |   |         |
| 57      | Juvenile Justice, Department of                  | 82.5%   |         |   |         |
| 58      | Coastal Carolina University                      | 80.0%   |         |   |         |
| 59      | Aging, Dept. on                                  | 78.7%   |         |   |         |
| 59      | Criminal Justice Academy                         | 78.7%   |         |   |         |
| 60      | Francis Marion University                        | 78.5%   |         |   |         |
| 61      | Tri-County Technical College                     | 78.3%   |         |   |         |
| 62      | Governor's School for Arts & Humanities          | 77.7%   |         |   |         |

# PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

## CHART C

| RANKING | AGENCY                                | PERCENT | RANKING | AGENCY   | PERCENT |
|---------|---------------------------------------|---------|---------|--|---------|
| 1       | Accident Fund, State                  | 100.0%  | 43      | Disabilities & Special Needs, Department of          | 86.1%   |
| 25      | Adjutant General's Office             | 90.7%   | 38      | Education, Department of                             | 88.0%   |
| 32      | Administration, Department of         | 89.2%   | 14      | Educational Lottery                                  | 94.8%   |
| 59      | Aging, Department on                  | 78.7%   | 50      | Educational Television Commission                    | 84.0%   |
| 66      | Agriculture, Department of            | 76.5%   | 52      | Elections, Commission                                | 83.3%   |
| 21      | Aiken Technical College               | 92.0%   | 29      | Employment and Workforce, Department of              | 89.7%   |
| 18      | Alcohol and Other Drug Abuse Services | 93.2%   | 1       | Ethics Commission                                    | 100.0%  |
| 23      | Archives & History, Department of     | 91.0%   | 10      | Financial Institutions, State Board of               | 95.8%   |
| 37      | Attorney General's Office             | 88.4%   | 16      | Fiscal Accountability Authority, State               | 94.3%   |
| 24      | Auditor's Office, State               | 90.8%   | 34      | Florence-Darlington Technical College                | 89.0%   |
| 30      | Blind, Commission for the             | 89.6%   | 78      | Forestry Commission                                  | 64.6%   |
| 11      | Central Carolina Technical College    | 95.7%   | 60      | Francis Marion University                            | 78.5%   |
| 48      | Children's Advocacy, Department of    | 86.4%   | 11      | Governor's School for Agriculture at John de la Howe | 95.7%   |
| 69      | Citadel                               | 75.4%   | 62      | Governor's School for Arts & Humanities              | 77.7%   |
| 54      | Clemson University                    | 82.2%   | 22      | Governor's School for Science & Math                 | 91.8%   |
| 58      | Coastal Carolina University           | 80.0%   | 9       | Greenville Technical College                         | 95.9%   |
| 39      | College of Charleston                 | 87.9%   | 30      | Health & Environmental Control, Department of        | 89.6%   |
| 19      | Commerce, Department of               | 92.5%   | 40      | Health and Human Services, Department of             | 87.5%   |
| 24      | Comptroller General, Office of the    | 90.8%   | 14      | Higher Education, Commission on                      | 94.8%   |
| 70      | Consumer Affairs                      | 75.2%   | 68      | Horry-Georgetown Technical College                   | 76.0%   |
| 32      | Corrections, Department of            | 89.2%   | 1       | Indigent Defense, Commission on                      | 100.0%  |
| 59      | Criminal Justice Academy              | 78.7%   | 25      | Insurance, Department of                             | 90.7%   |
| 45      | Deaf & Blind, School for the          | 84.9%   | 57      | Juvenile Justice                                     | 82.5%   |
| 74      | Denmark Technical College             | 72.9%   | 7       | Labor, Licensing & Regulation, Department of         | 96.4%   |

# PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

## CHART C

| RANKING | AGENCY  | PERCENT | RANKING | AGENCY   | PERCENT |
|---------|---|---------|---------|--|---------|
| 51      | Lander University                                   | 83.7%   | 71      | Secretary of State's Office, South Carolina        | 75.0%   |
| 67      | Law Enforcement Division, State                     | 76.0%   | 20      | Social Services, Department of                     | 92.1%   |
| 5       | Library, State                                      | 97.6%   | 76      | South Carolina State University                    | 69.6%   |
| 44      | Medical University Hospital Authority               | 85.5%   | 26      | Spartanburg Community College                      | 90.4%   |
| 64      | Medical University of South Carolina                | 77.2%   | 4       | Technical & Comprehensive Education, St. Board for | 98.0%   |
| 31      | Mental Health, Department of                        | 89.3%   | 36      | Technical College of the Lowcountry                | 88.6%   |
| 41      | Midland's Technical College                         | 87.2%   | 19      | Transportation, Department of                      | 92.5%   |
| 35      | Motor Vehicles, Department of                       | 88.7%   | 15      | Treasurer's Office, State                          | 94.7%   |
| 12      | Museum Commission                                   | 95.4%   | 61      | Tri-County Technical College                       | 78.3%   |
| 73      | Department Natural Resources                        | 73.1%   | 3       | Trident Technical College                          | 98.8%   |
| 65      | Northeastern Technical College                      | 77.6%   | 48      | University of South Carolina                       | 84.3%   |
| 28      | Orangeburg-Calhoun Technical College                | 89.9%   | 49      | Veteran Affairs, Department of                     | 84.2%   |
| 77      | Parks, Recreation, & Tourism, Department of         | 68.9%   | 6       | Vocational Rehabilitation, Department of           | 96.8%   |
| 72      | Patriots Point Authority                            | 73.9%   | 48      | Wil Lou Gray Opportunity School                    | 84.3%   |
| 13      | Piedmont Technical College                          | 94.9%   | 63      | Williamsburg Technical College                     | 77.6%   |
| 75      | Ports Authority, State                              | 72.6%   | 17      | Winthrop University                                | 94.2%   |
| 53      | Probation, Parole, & Pardon Services, Department of | 83.1%   | 33      | Workers Compensation                               | 89.2%   |
| 46      | Public Employee Benefits Authority                  | 84.7%   | 2       | York Technical College                             | 99.4%   |
| 55      | Public Safety, Department of                        | 82.1%   |         |  |         |
| 1       | Public Service Commission                           | 100.0%  |         |  |         |
| 43      | Regulatory Staff, Office of                         | 86.1%   |         |  |         |
| 14      | Retirement System                                   | 94.8%   |         |  |         |
| 66      | Revenue & Fiscal Affairs                            | 76.5%   |         |  |         |
| 27      | Revenue, Department of                              | 90.2%   |         |  |         |

# PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART D

## AMONG FOUR-YEAR COLLEGES AND UNIVERSITIES

| RANKING | AGENCY                               | PERCENT |
|---------|--------------------------------------|---------|
| 1       | Winthrop University                  | 94.2%   |
| 2       | College of Charleston                | 87.9%   |
| 3       | University of South Carolina         | 84.3%   |
| 4       | Lander University                    | 83.7%   |
| 5       | Clemson University                   | 82.2%   |
| 6       | Coastal Carolina University          | 80.0%   |
| 7       | Francis Marion University            | 78.5%   |
| 8       | Medical University of South Carolina | 77.2%   |
| 9       | Citadel                              | 75.4%   |
| 10      | South Carolina State University      | 69.6%   |

## AMONG TECHNICAL COLLEGES

| RANKING | AGENCY                                | PERCENT |
|---------|---------------------------------------|---------|
| 1       | York Technical College                | 99.4%   |
| 2       | Trident Technical College             | 98.8%   |
| 3       | Greenville Technical College          | 95.9%   |
| 4       | Central Carolina Technical College    | 95.7%   |
| 5       | Piedmont Technical College            | 94.9%   |
| 6       | Aiken Technical College               | 92.0%   |
| 7       | Spartanburg Community College         | 90.4%   |
| 8       | Orangeburg-Calhoun Technical College  | 89.8%   |
| 9       | Florence-Darlington Technical College | 89.0%   |
| 10      | Technical College of the Lowcountry   | 88.6%   |
| 11      | Midland's Technical College           | 87.2%   |
| 12      | Tri-County Technical College          | 78.3%   |
| 13      | Williamsburg Technical College        | 77.6%   |
| 14      | Northeastern Technical College        | 76.6%   |
| 15      | Horry-Georgetown Technical College    | 76.0%   |
| 16      | Denmark Technical College             | 72.9%   |

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## Explanation of Agency Charts

# SECTION V



## Explanation of Agency Charts

Pages 51 through 163 provide an evaluation of each agency's progress towards meeting goals over a one-year period (**October 1, 2021 through September 30, 2022**). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at (803) 737-7800.

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

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

#### E1) Executives:

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

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

#### E2) Professionals:

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

#### E3) Technicians:

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

#### E4) Protective Services:

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

#### E5) Paraprofessionals:

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

#### E6) Secretary/Clerical:

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

#### E7) Skilled Craft:

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

#### E8) Service/Maintenance:

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

#### C1) Executive (Non-Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized area or subdivision thereof. Includes persons who work in non-academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivisions, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent 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 management of policies or general business operations of the institution. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise broad policy making, high level decision making, and very independent and discretionary judgment. They also direct the work of high-level professions. Includes officers holding such titles as President, Executive Vice-President, Vice-President Education, Vice-President Business, Vice-President Student Affairs and Vice-President Development.

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

Includes unclassified employees whose assignments require very broad management and policy-making responsibility on an institution-wide basis of a customarily recognized and very broad division or larger unit. Includes 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, 2022**. For purposes of the report, the following race/sex categories are used:

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

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

## Column Three: Adjusted Availability

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

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

## Column Four: Underutilization

These figures are a comparison of the Adjusted Availability (Column Three) percentages, and the actual workforce (Column Two) percentages. If the current workforce is less than the Adjusted Availability, then underutilization exists. The underutilization is expressed as a percentage (percentages are rounded to the nearest 0.1%). If there is no underutilization a "No" appears in the block.

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

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

**Column Five: New Hires and Promotions 10/01/2021 – 9/30/2022**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between **October 1, 2021 and September 30, 2022**. The information was obtained and calculated in the same manner as the information in Column Two. Again, percentages may not add up to exactly 100% due to rounding. Transactions counted in Column Five include positions filled by means of new hires, internal promotions, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

**Column Six: Goals Met**

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

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

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

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State Agencies' Workforce



# SECTION VI

### State Accident Fund

Agency Director: Erin, Farthing  
EEO Officer: Lee Greer

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |     |      |      |      | Adjusted Availability%<br>(Qualified Labor Pool) | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |       |     |      |      |      |     | % OF Goals Met Based on Adjusted Availability |      |      |     |      |      |    |
|--------------|-------------------------------|------|-----|-----|------|------|------|--|------------------|------|------|--|----|----|------|-------|-----|------|------|------|-----|---|------|------|-----|------|------|----|
|              |                               |      |     |     |      |      |      |  |                  |      |      |  |    |    |      |       |     |      |      |      |     |   |      |      | WM  | BM   | OM   | WF |
| E1           | #                             | 3    |     |     | 3    |      |      | 6  | 4.4              | 30.3 | 8.8  | 4.4  | *  | NO | 8.8  | 2     |     |      |      |      |     |   | 2    | 0.0% | *   | YES  | 0.0% | *  |
|              | %                             | 50.0 |     |     | 50.0 |      |      | 100  |                  |      |      |  |    |    |      | 100.0 |     |      |      |      |     |   | 100  |      |     |      |      |    |
| E2           | #                             | 6    | 3   | 1   | 23   | 11   | 1    | 45   | 3.1              | 34.5 | 23.9 | NO   | NO | NO | 4    | 2     | 1   | 12   | 7    | 1    | 27  | YES   | YES  | YES  |     |      |      |    |
|              | %                             | 13.3 | 6.7 | 2.2 | 51.1 | 24.4 | 2.2  | 100  |                  |      |      |  |    |    | 14.8 | 7.4   | 3.7 | 44.4 | 25.9 | 3.7  | 100 |   |      |      |     |      |      |    |
| E3           | #                             | 3    |     |     | 1    |      | 1    | 5  | 4.8              | 12.8 | 5.0  | 4.8  | *  | NO | 5.0  | 2     |     |      | 1    |      | 1   | 4   | 0.0% | *    | YES | 0.0% | *    |    |
|              | %                             | 60.0 |     |     | 20.0 |      | 20.0 | 100  |                  |      |      |  |    |    | 50.0 |       |     | 25.0 |      | 25.0 | 100 |   |      |      |     |      |      |    |
| E5 and E6    | #                             |      |     |     | 8    | 5    |      | 13   | 4.1              | 47.8 | 22.4 | 4.1  | *  | NO | NO   |       |     |      | 3    | 3    |     | 6   | 0.0% | *    | YES | YES  |      |    |
|              | %                             |      |     |     | 61.5 | 38.5 |      | 100  |                  |      |      |  |    |    |      |       |     | 50.0 | 50.0 |      | 100 |   |      |      |     |      |      |    |
|              | #                             |      |     |     |      |      |      |  |                  |      |      |  |    |    |      |       |     |      |      |      |     |   |      |      |     |      |      |    |
|              | %                             |      |     |     |      |      |      |  |                  |      |      |  |    |    |      |       |     |      |      |      |     |   |      |      |     |      |      |    |
|              | #                             |      |     |     |      |      |      |  |                  |      |      |  |    |    |      |       |     |      |      |      |     |   |      |      |     |      |      |    |
|              | %                             |      |     |     |      |      |      |  |                  |      |      |  |    |    |      |       |     |      |      |      |     |   |      |      |     |      |      |    |
|              | #                             |      |     |     |      |      |      |  |                  |      |      |  |    |    |      |       |     |      |      |      |     |   |      |      |     |      |      |    |
|              | %                             |      |     |     |      |      |      |  |                  |      |      |  |    |    |      |       |     |      |      |      |     |   |      |      |     |      |      |    |

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

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

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

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

Level of Goal Attainment for 2020:      82.4 percent  
Level of Goal Attainment for 2021:      94.7 percent  
Level of Goal Attainment for 2022:      100.0 percent

## Adjutant General's Office

Agency Director: MG R. Van Mccarty

EEO Officer: Robert Fau k

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |       |       |    |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |      |
|-------------------|------------------------------------|------|-----|------|------|----|-------|---|------|------|-----------------------|-----|-----|---|------|------|-------|-------|----|-------|--|-------|-------|------|
|                   | 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    |     | 5    | 1    |    | 16    |   |      |      |                       |     |     |   |      |      |       | 1     |    | 1     |  | *     | *     |      |
|                   | % 56.3                             | 6.3  |     | 31.3 | 6.3  |    | 100.2 | 6.9   | 26.3 | 7.6  | 0.6                   | NO  | 1.3 |   |      |      |       | 100.0 |    | 100   | 91.3%  | YES   | 82.9% |      |
| E2                | # 30                               | 3    | 2   | 24   | 6    |    | 65    | 6.3   | 30.3 | 16.8 | 1.7                   | NO  | 7.6 | 2   | 3    | 2    | 5     | 3     |    | 15    | 73.0%  | YES   | 54.8% |      |
|                   | % 46.2                             | 4.6  | 3.1 | 36.9 | 9.2  |    | 100.0 |   |      |      |                       |     |     | 13.3  | 20.0 | 13.3 | 33.3  | 20.0  |    | 100   |  |       |       |      |
| E3                | # 4                                | 1    |     | 2    | 1    |    | 8     | 9.8   | 19.7 | 20.0 |                       |     | *   | 1   | 1    |      |       |       |    | 2     | YES  | YES   | *     |      |
|                   | % 50.0                             | 12.5 |     | 25.0 | 12.5 |    | 100.0 |   |      |      | NO                    | NO  | 7.5 | 50.0  | 50.0 |      |       |       |    | 100   | YES  | YES   | 62.5% |      |
| E4                | # 1                                | 1    |     |      |      |    | 2     | 2.7   | 0.0  | 0.0  |                       |     |     |   |      |      |       |       |    |       | YES  | YES   | YES   |      |
|                   | % 50.0                             | 50.0 |     |      |      |    | 100.0 |   |      |      | NO                    | 0.0 | 0.0 |   |      |      |       |       |    |       |  |       |       |      |
| E5 and E6         | # 3                                |      |     | 5    | 3    |    | 11    | 4.1   | 47.5 | 22.2 | 4.1                   | *   | *   |   |      |      | 2     |       |    | 2     | 0.0%   | *     | *     |      |
|                   | % 27.3                             |      |     | 45.5 | 27.3 |    | 100.1 |   |      |      |                       |     |     |   |      |      | 100.0 |       |    | 100   |  | 95.8% | YES   |      |
| E7                | # 5                                |      |     |      |      |    | 5     | 12.4  | 7.5  | 6.3  | 12.4                  | *   | *   |   |      |      |       |       |    |       | 0.0%   | *     | *     |      |
|                   | % 100.0                            |      |     |      |      |    | 100.0 |   |      |      |                       |     |     |   |      |      |       |       |    |       |  | 0.0%  | 0.0%  | 0.0% |
| E8                | # 1                                |      |     |      | 1    |    | 2     | 9.7   | 24.8 | 24.3 | 9.7                   | *   | *   |   |      |      |       |       |    |       | 0.0%   | *     | *     |      |
|                   | % 50.0                             |      |     |      | 50.0 |    | 100.0 |   |      |      |                       |     |     |   |      |      |       |       |    |       |  | 0.0%  | 0.0%  | YES  |
|                   | #                                  |      |     |      |      |    |       |   |      |      |                       |     |     |   |      |      |       |       |    |       |  |       |       |      |
|                   | #                                  |      |     |      |      |    |       |   |      |      |                       |     |     |   |      |      |       |       |    |       |  |       |       |      |
|                   | %                                  |      |     |      |      |    |       |   |      |      |                       |     |     |   |      |      |       |       |    |       |  |       |       |      |

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

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

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

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

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

Level of Goal Attainment for 2020:    83.8 percent  
 Level of Goal Attainment for 2021:    80.8 percent  
 Level of Goal Attainment for 2022:    90.7 percent

## Department of Administration

Agency Director: Marcia Adams  
EEO Officer: Jessica Hood

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |       |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|--------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|----|------|--|------|------|------|-------|------|-------|---|-------|-------|
|              | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF | BF   | WM   | BM   | OM   | WF   | BF    | OF   | TOTAL | BM  | WF    | BF    |
| E1           | #                             | 18   | 2    |     | 13   | 2    | 35    |   |      |      |                  |    |      | 8  |      |      |      | 1     |      | 9     |   |       |       |
|              | %                             | 51.4 | 5.7  |     | 37.1 | 5.7  | 100   | 4.5   | 27.8 | 5.8  | NO               | NO | 0.1  | 88.9                                       |      |      |      | 11.1  |      | 100   | YES   | YES   | 98.3% |
| E2           | #                             | 100  | 26   | 7   | 86   | 43   | 6     | 268   |      |      |                  |    |      | 29   | 7    | 5    | 28   | 23    | 4    | 96    |   |       |       |
|              | %                             | 37.3 | 9.7  | 2.6 | 32.1 | 16.0 | 2.2   | 100   | 6.0  | 28.4 | 8.5              | NO | NO   | NO   | 30.2 | 7.3  | 5.2  | 29.2  | 24.0 | 4.2   | 100   | YES   | YES   |
| E3           | #                             | 12   | 4    | 1   | 2    | 4    |       | 23  |      |      |                  |    |      | 2  | 1    | 1    |      | 2     |      | 6     |   |       |       |
|              | %                             | 52.2 | 17.4 | 4.3 | 8.7  | 17.4 |       | 100   | 8.0  | 19.9 | 9.5              | NO | 11.2 | NO   | 33.3 | 16.7 | 16.7 |       | 33.3 |       | 100   | YES   | 43.7% |
| E5&E6        | #                             | 2    | 2    |     | 11   | 7    | 3     | 25  |      |      |                  |    |      |  |      |      | 6    |       |      | 6     |   |       |       |
|              | %                             | 8.0  | 8.0  |     | 44.0 | 28.0 | 12.0  | 100   | 4.5  | 52.0 | 17.7             | NO | 8.0  | NO   |      |      |      | 100.0 |      | 100   | YES   | 84.6% | YES   |
| E7           | #                             | 34   | 8    |     | 1    |      |       | 43  |      |      |                  |    |      | 17   | 1    |      |      |       |      | 18    |   |       |       |
|              | %                             | 79.1 | 18.6 |     | 2.3  |      |       | 100   | 13.2 | 3.1  | 1.8              | NO | 0.8  | 1.8  | 94.4 | 5.6  |      |       |      | 100   | YES   | 74.2% | 0.0%  |
| E8           | #                             | 15   | 10   |     | 1    | 6    |       | 32  |      |      |                  |    |      | 1  | 3    |      |      | 6     |      | 10    |   |       |       |
|              | %                             | 46.9 | 31.3 |     | 3.1  | 18.8 |       | 100   | 16.3 | 19.8 | 14.8             | NO | 16.7 | NO   | 10.0 | 30.0 |      |       | 60.0 |       | 100   | YES   | 15.7% |
|              | #                             |      |      |     |      |      |       |   |      |      |                  |    |      |  |      |      |      |       |      |       |   |       |       |
|              | %                             |      |      |     |      |      |       |   |      |      |                  |    |      |  |      |      |      |       |      |       |   |       |       |
|              | #                             |      |      |     |      |      |       |   |      |      |                  |    |      |  |      |      |      |       |      |       |   |       |       |
|              | %                             |      |      |     |      |      |       |   |      |      |                  |    |      |  |      |      |      |       |      |       |   |       |       |

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

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

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

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

Level of Goal Attainment for 2020:    93.6 percent  
Level of Goal Attainment for 2021:    89.0 percent  
Level of Goal Attainment for 2022:    89.2 percent

## Department on Aging

Agency Director: Munn Connie  
EEO Officer: Cheryl Washington

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |       |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |       |
|-------------------|------------------------------------|------|----|------|------|------|-------|---|------|------|-----------------------|-------|------|---|----|----|------|------|------|-------|---|-------|-------|
|                   | WM                                 | BM   | OM | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF    | BF   | WM  | BM | OM | WF   | BF   | OF   | TOTAL | BM  | WF    | BF    |
| E1                | # 2                                | 1    |    | 4    | 2    |      | 9     |   |      |      |                       |       |      | 1   |    |    |      |      |      | 1     |   |       |       |
|                   | % 22.2                             | 11.1 |    | 44.4 | 22.2 |      | 100   | 3.6   | 38.0 | 14.5 | NO                    | NO    | NO   | 100.0   |    |    |      |      |      | 100   | YES   | YES   | YES   |
| E2                | # 3                                |      |    | 11   | 18   |      | 32    |   |      |      |                       |       |      | 1   |    |    | 4    | 4    | 1    | 10    |   |       |       |
|                   | % 9.4                              |      |    | 34.4 | 56.3 |      | 100   | 5.4   | 37.9 | 20.6 | 5.4                   | 3.5   | NO   | 10.0  |    |    | 40.0 | 40.0 | 10.0 | 100   | 0.0%  | 90.8% | YES   |
| E3                | # 2                                |      |    |      |      |      | 2     |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | % 100.0                            |      |    |      |      |      | 100   | 8.4   | 17.2 | 8.8  | 8.4*                  | 17.2* | 8.8* |   |    |    |      |      |      |       | 0.0%*   | 0.0%* | 0.0%* |
| E5                | # 1                                |      |    | 1    | 2    | 1    | 5     |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | % 20.0                             |      |    | 20.0 | 40.0 | 20.0 | 100   | 3.1   | 51.5 | 14.9 | 3.1*                  | 31.5  | NO   |   |    |    |      |      |      |       | 0.0%*   | 38.8% | YES   |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |       |      |   |    |    |      |      |      |       |   |       |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    76.4 percent  
Level of Goal Attainment for 2021:    90.7 percent  
Level of Goal Attainment for 2022:    78.7 percent

## Department of Agriculture

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

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |     |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |     |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |       |
|-------------------|------------------------------------|------|-----|------|-----|-----|-------|---|------|------|-----------------------|-----|------|---|------|-----|------|-----|------|-------|---|-------|-------|
|                   | WM                                 | BM   | OM  | WF   | BF  | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF   | WM  | BM   | OM  | WF   | BF  | OF   | TOTAL | BM  | WF    | BF    |
| E1                | # 7                                | 1    | 1   | 3    |     |     | 12    |   |      |      |                       |     | *    | 7   | 1    | 1   | 2    |     |      | 11    |   |       | *     |
|                   | % 58.3                             | 8.3  | 8.3 | 25.0 |     |     | 99.9  | 6.9   | 21.7 | 4.1  | NO                    | NO  | 4.1  | 63.6  | 9.1  | 9.1 | 18.2 |     |      | 100   | YES   | YES   | 0.0%  |
| E2                | # 19                               | 2    |     | 31   | 2   | 4   | 58    |   |      |      |                       |     |      | 4   | 1    |     | 14   | 1   | 3    | 23    |   |       |       |
|                   | % 32.8                             | 3.4  |     | 53.4 | 3.4 | 6.9 | 99.9  | 7.2   | 30.4 | 8.1  | 3.8                   | NO  | 4.7  | 17.4  | 4.3  |     | 60.9 | 4.3 | 13.0 | 100   | 47.2%   | YES   | 42.0% |
| E3 & E5           | # 19                               | 4    |     | 10   |     |     | 33    |   |      |      |                       |     |      | 6   | 2    |     | 3    |     |      | 11    |   |       |       |
|                   | % 57.6                             | 12.1 |     | 30.3 |     |     | 100.0 | 8.8   | 40.2 | 11.2 | NO                    | 9.9 | 11.2 | 54.5  | 18.2 |     | 27.3 |     |      | 100   | YES   | 75.4% | 0.0%  |
| E7 & E8           | # 4                                | 2    |     | 1    |     |     | 7     |   |      |      |                       |     | *    |   |      |     |      |     |      |       |   |       | *     |
|                   | % 57.1                             | 28.6 |     | 14.3 |     |     | 100.0 | 27.7  | 7.3  | 9.0  | NO                    | NO  | 9.0  |   |      |     |      |     |      |       | YES   | YES   | 0.0%  |
|                   | #                                  |      |     |      |     |     |       |   |      |      |                       |     |      |   |      |     |      |     |      |       |   |       |       |
|                   | %                                  |      |     |      |     |     |       |   |      |      |                       |     |      |   |      |     |      |     |      |       |   |       |       |
|                   | #                                  |      |     |      |     |     |       |   |      |      |                       |     |      |   |      |     |      |     |      |       |   |       |       |
|                   | %                                  |      |     |      |     |     |       |   |      |      |                       |     |      |   |      |     |      |     |      |       |   |       |       |
|                   | #                                  |      |     |      |     |     |       |   |      |      |                       |     |      |   |      |     |      |     |      |       |   |       |       |
|                   | %                                  |      |     |      |     |     |       |   |      |      |                       |     |      |   |      |     |      |     |      |       |   |       |       |
|                   | #                                  |      |     |      |     |     |       |   |      |      |                       |     |      |   |      |     |      |     |      |       |   |       |       |
|                   | %                                  |      |     |      |     |     |       |   |      |      |                       |     |      |   |      |     |      |     |      |       |   |       |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    77.5 percent  
Level of Goal Attainment for 2021:    78.6 percent  
Level of Goal Attainment for 2022:    76.5 percent

## Department of Alcohol & Other Drug Services

Agency Director: Sara Goldsby  
EEO Officer: Angela Outing

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |     |      |      |      |     |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |       |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|--------------|-------------------------------|-----|------|------|------|-----|-------|---|------|------|------------------|-------|------|--|----|----|------|------|----|-------|---|-------|-------|
|              | WM                            | BM  | OM   | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF    | BF   | WM   | BM | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF    |
| E1           | # 2                           |     | 1    | 2    | 2    |     | 7     | 7.5   | 23.5 | 5.6  | 7.5*             | NO    | NO   |  |    |    |      |      |    |       | 0.0%*   | YES   | YES   |
|              | % 28.6                        |     | 14.3 | 28.6 | 28.6 |     | 100   |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
| E2           | # 6                           | 3   |      | 8    | 14   | 2   | 33    | 5.5   | 36.6 | 21.6 | NO               | 12.4  | NO   | 1  |    |    | 4    | 7    |    | 12    | YES   | 66.1% | YES   |
|              | % 18.2                        | 9.1 |      | 24.2 | 42.4 | 6.1 | 100   |   |      |      |                  |       |      | 8.3  |    |    | 33.3 | 58.3 |    | 100   |   |       |       |
| E3           | # 1                           |     |      |      |      |     | 1     | 11.5  | 12.7 | 5.9  | 11.5*            | 12.7* | 5.9* |  |    |    |      |      |    |       | 0.0%*   | 0.0%* | 0.0%* |
|              | % 100.0                       |     |      |      |      |     | 100   |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
|              | #                             |     |      |      |      |     |       |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
|              | %                             |     |      |      |      |     |       |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
|              | #                             |     |      |      |      |     |       |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
|              | %                             |     |      |      |      |     |       |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
|              | #                             |     |      |      |      |     |       |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
|              | %                             |     |      |      |      |     |       |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
|              | #                             |     |      |      |      |     |       |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |
|              | %                             |     |      |      |      |     |       |   |      |      |                  |       |      |  |    |    |      |      |    |       |   |       |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    94.1 percent  
 Level of Goal Attainment for 2021:    93.4 percent  
 Level of Goal Attainment for 2022:    93.2 percent

## Department of Archives and History

Agency Director: W. Eric Emerson

EEO Officer: Brenda House

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |    |      |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |        |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |         |     |
|-------------------|------------------------------------|-----|----|------|------|----|-------|---|------|------|-----------------------|--------|----|---|------|----|------|------|----|-------|---|---------|-----|
|                   | WM                                 | BM  | OM | WF   | BF   | OF | TOTAL | BM  | WF   | BF   | BM                    | WF     | BF | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF      | BF  |
| E1                | # 2                                |     |    | 1    | 1    |    | 4     | 5.5   | 38.8 | 14.2 | 5.5 *                 | 13.8 * | NO | 3   | 1    |    | 1    | 2    |    | 7     | 0.0% *  | 64.4% * | YES |
|                   | % 50.0                             |     |    | 25.0 | 25.0 |    | 100.0 |   |      |      |                       |        |    | 42.9  | 14.3 |    | 14.3 | 28.6 |    | 100   |   |         |     |
| E2                | # 12                               | 2   |    | 6    | 2    |    | 22    | 3.5   | 37.5 | 6.3  | NO                    | 10.2   | NO |   |      |    |      |      |    |       | YES   | 72.8%   | YES |
|                   | % 54.5                             | 9.1 |    | 27.3 | 9.1  |    | 100.0 |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
| E3 and E5         | # 1                                |     |    | 1    | 1    |    | 3     | 19.1  | 24.7 | 21.0 | 19.1 *                | NO     | NO |   |      |    |      |      |    |       | 0.0% *  | YES     | YES |
|                   | % 33.3                             |     |    | 33.3 | 33.3 |    | 99.9  |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
|                   | #                                  |     |    |      |      |    |       |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
|                   | %                                  |     |    |      |      |    |       |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
|                   | #                                  |     |    |      |      |    |       |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
|                   | %                                  |     |    |      |      |    |       |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
|                   | #                                  |     |    |      |      |    |       |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
|                   | %                                  |     |    |      |      |    |       |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
|                   | #                                  |     |    |      |      |    |       |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |
|                   | %                                  |     |    |      |      |    |       |   |      |      |                       |        |    |   |      |    |      |      |    |       |   |         |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    96.3 percent

Level of Goal Attainment for 2021:    92.9 percent

Level of Goal Attainment for 2022:    91.0 percent

## Arts Commission

Agency Director: David Platts  
EEO Officer: Victoria McCurry

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |     |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |       |      |       | % OF Goals Met Based on Adjusted Availability |     |     |       |
|--------------|-------------------------------|------|-----|------|------|------|-------|--|-----|------|------------------|------|------|--|------|----|------|-------|------|-------|---|-----|-----|-------|
|              |                               |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | 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     |  |     |      | 34.6             | 10.9 | 17.8 |  |      |    |      | 1     |      | 1     |   |     |     |       |
|              | %                             |      |     | 66.7 | 33.3 |      | 100   |  |     |      | 34.6             | NO   | NO   |  |      |    |      | 100.0 |      | 100   | 0.0%  | YES | YES |       |
| E2           | #                             | 2    | 1   | 1    | 10   | 2    | 1     | 17   |     |      |                  |      |      | 1  |      | 1  | 4    | 2     | 1    | 9     |   |     | *   |       |
|              | %                             | 11.8 | 5.9 | 5.9  | 58.8 | 11.8 | 5.9   | 100  | 5.8 | 50.4 | 12.8             | NO   | NO   | 1.0  | 11.1 |    | 11.1 | 44.4  | 22.2 | 11.1  | 100   | YES | YES | 92.2% |
|              | #                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | %                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | #                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | %                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | #                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | %                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | #                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | %                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | #                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |
|              | %                             |      |     |      |      |      |       |  |     |      |                  |      |      |  |      |    |      |       |      |       |   |     |     |       |

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

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

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

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

Level of Goal Attainment for 2020:    EXEMPT  
Level of Goal Attainment for 2021:    EXEMPT  
Level of Goal Attainment for 2022:    82.0 percent

## South Carolina Office of the Attorney General

Agency Director: Alan Wilson  
EEO Officer: Katie Elliott

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |    |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |     |      |      |     |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |     |     |
|-------------------|------------------------------------|-----|-----|------|------|-----|-------|---|------|------|-----------------------|----|----|---|-----|-----|------|------|-----|-------|---|-----|-----|
|                   | WM                                 | BM  | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF | BF | WM  | BM  | OM  | WF   | BF   | OF  | TOTAL | BM  | WF  | BF  |
| E1                | # 14                               | 1   |     | 16   | 8    | 1   | 40    |   |      |      |                       |    |    | 3   | 1   |     | 5    | 6    | 1   | 16    |   |     |     |
|                   | % 35.0                             | 2.5 |     | 40.0 | 20.0 | 2.5 | 100   | 5.4   | 26.6 | 5.8  | 2.9                   | NO | NO | 18.8  | 6.3 |     | 31.3 | 37.5 | 6.3 | 100   | 46.3%   | YES | YES |
| E2                | # 65                               | 7   | 3   | 70   | 23   | 4   | 172   |   |      |      |                       |    |    | 22  | 2   | 1   | 17   | 8    | 2   | 52    |   |     |     |
|                   | % 37.8                             | 4.1 | 1.7 | 40.7 | 13.4 | 2.3 | 100   | 7.2   | 27.0 | 9.0  | 3.1                   | NO | NO | 42.3  | 3.8 | 1.9 | 32.7 | 15.4 | 3.8 | 100   | 56.9%   | YES | YES |
| E3, E5 & E8       | # 3                                | 2   |     | 16   | 7    | 1   | 29    |   |      |      |                       |    |    | 3   |     |     | 3    | 2    |     | 8     |   |     |     |
|                   | % 10.3                             | 6.9 |     | 55.2 | 24.1 | 3.4 | 100   | 7.5   | 35.8 | 20.4 | 0.6                   | NO | NO | 37.5  |     |     | 37.5 | 25.0 |     | 100   | 92.0%   | YES | YES |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |    |    |   |     |     |      |      |     |       |   |     |     |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |    |    |   |     |     |      |      |     |       |   |     |     |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |    |    |   |     |     |      |      |     |       |   |     |     |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |    |    |   |     |     |      |      |     |       |   |     |     |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |    |    |   |     |     |      |      |     |       |   |     |     |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |    |    |   |     |     |      |      |     |       |   |     |     |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |    |    |   |     |     |      |      |     |       |   |     |     |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |    |    |   |     |     |      |      |     |       |   |     |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    85.9 percent  
Level of Goal Attainment for 2021:    86.2 percent  
Level of Goal Attainment for 2022:    88.4 percent

## Office of State Auditor

Agency Director: George L. Kennedy, III

EEO Officer: Angie Morgan

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |      |  |
|-------------------|------------------------------------|------|----|------|------|------|-------|---|------|------|-----------------------|------|------|---|------|----|------|------|------|-------|---|-------|------|--|
|                   | WM                                 | BM   | OM | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF   | WM  | BM   | OM | WF   | BF   | OF   | TOTAL | BM  | WF    | BF   |  |
| E1                | # 8                                |      |    | 8    | 3    | 1    | 20    |   |      |      |                       |      |      | 1   |      |    | 4    | 2    |      | 7     |   | *     | *    |  |
|                   | % 40.0                             |      |    | 40.0 | 15.0 | 5.0  | 100   | 3.3   | 40.4 | 8.3  | 3.3                   | 0.4  | NO   | 14.3  |      |    | 57.1 | 28.6 |      | 100   | 0.0%  | 99.0% | YES  |  |
| E2                | # 7                                | 4    |    | 7    | 8    | 3    | 29    |   |      |      |                       |      |      | 3   | 3    |    | 2    | 1    | 3    | 12    |   |       |      |  |
|                   | % 24.1                             | 13.8 |    | 24.1 | 27.6 | 10.3 | 100   | 3.5   | 39.2 | 8.0  | NO                    | 15.1 | NO   | 25.0  | 25.0 |    | 16.7 | 8.3  | 25.0 | 100   | YES   | 61.5% | YES  |  |
| E5                | #                                  |      |    | 1    |      | 1    | 2     |   |      |      |                       | *    | *    |   |      |    |      |      |      |       | *   | *     | *    |  |
|                   | %                                  |      |    | 50.0 |      | 50.0 | 100   | 3.0   | 59.1 | 20.3 | 3.0                   | 9.1  | 20.3 |   |      |    |      |      |      |       | 0.0%  | 84.6% | 0.0% |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |      |      |       |   |       |      |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |      |      |       |   |       |      |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |      |      |       |   |       |      |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |      |      |       |   |       |      |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |      |      |       |   |       |      |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |      |      |       |   |       |      |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |      |      |       |   |       |      |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |      |      |       |   |       |      |  |

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

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

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

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

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

Level of Goal Attainment for 2020:    92.2 percent  
 Level of Goal Attainment for 2021:    87.7 percent  
 Level of Goal Attainment for 2022:    90.8 percent

## Commission for the Blind

Agency Director: Darline Graham  
EEO Officer: Luis Mendoza

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |     |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |      |
|-------------------|------------------------------------|------|------|------|------|-----|-------|---|------|------|-----------------------|------|------|---|------|------|------|------|-----|-------|---|-------|------|
|                   | WM                                 | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF   | WM  | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF    | BF   |
| E1                | # 2                                | 2    | 1    | 3    |      |     | 8     |   |      |      |                       |      |      | 1   | 1    | 1    | 3    |      |     | 6     |   |       |      |
|                   | % 25.0                             | 25.0 | 12.5 | 37.5 |      |     | 100   | 5.4   | 37.7 | 11.3 | NO                    | 0.2  | 11.3 | 16.7  | 16.7 | 16.7 | 50.0 |      |     | 100   | YES   | 99.5% | 0.0% |
| E2                | # 5                                | 3    | 1    | 18   | 27   | 1   | 55    | 4.8   | 41.4 | 19.7 | NO                    | 8.7  | NO   | 2   | 1    | 1    | 7    | 9    | 1   | 21    | YES   | 79.0% | YES  |
|                   | % 9.1                              | 5.5  | 1.8  | 32.7 | 49.1 | 1.8 | 100   |   |      |      |                       |      |      | 9.5   | 4.8  | 4.8  | 33.3 | 42.9 | 4.8 | 100   |   |       |      |
| E3, E5 & E6       | # 2                                | 2    |      | 1    | 10   |     | 15    | 5.2   | 37.9 | 14.1 | NO                    | 31.2 | NO   | 1   |      |      | 2    | 4    |     | 7     | YES   | 17.7% | YES  |
|                   | % 13.3                             | 13.3 |      | 6.7  | 66.7 |     | 100   |   |      |      |                       |      |      | 14.3  |      |      | 28.6 | 57.1 |     | 100   | YES   | 0.0%  | YES  |
| E7 & E8           | # 3                                | 1    |      |      | 1    |     | 5     | 15.9  | 8.7  | 7.9  | NO                    | 8.7  | NO   | 2   |      |      |      |      |     | 2     | YES   | 0.0%  | YES  |
|                   | % 60.0                             | 20.0 |      |      | 20.0 |     | 100   |   |      |      |                       |      |      | 100.0   |      |      |      |      |     | 100   |   |       |      |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |      |      |   |      |      |      |      |     |       |   |       |      |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |      |      |   |      |      |      |      |     |       |   |       |      |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |      |      |   |      |      |      |      |     |       |   |       |      |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |      |      |   |      |      |      |      |     |       |   |       |      |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |      |      |   |      |      |      |      |     |       |   |       |      |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |      |      |   |      |      |      |      |     |       |   |       |      |

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

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

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

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

Level of Goal Attainment for 2020:    81.7 percent  
Level of Goal Attainment for 2021:    83.7 percent  
Level of Goal Attainment for 2022:    89.6 percent

## Department of Children's Advocacy

Agency Director: Amanda Whittle  
EEO Officer: Christa Wiebelt

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |       |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |       | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |        |       |
|-------------------|------------------------------------|------|----|------|-------|-----|-------|---|------|------|-----------------------|------|-------|---|------|----|------|------|------|-------|---|--------|-------|
|                   | WM                                 | BM   | OM | WF   | BF    | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF    | WM  | BM   | OM | WF   | BF   | OF   | TOTAL | BM  | WF     | BF    |
| E1                | # 2                                | 2    |    | 10   | 8     | 1   | 23    | 4.2   | 38.1 | 16.5 | NO                    | NO   | NO    | 1   | 1    |    | 4    | 2    | 1    | 9     |   |        |       |
|                   | % 8.7                              | 8.7  |    | 43.5 | 34.8  | 4.3 | 100   |   |      |      |                       |      |       | 11.1  | 11.1 |    | 44.4 | 22.2 | 11.1 | 100   | YES   | YES    | YES   |
| E2                | # 8                                | 6    |    | 61   | 61    | 2   | 138   | 5.4   | 41.0 | 26.2 | 1.1                   | NO   | NO    | 3   | 2    |    | 37   | 40   | 1    | 83    | 79.6%   | YES    | YES   |
|                   | % 5.8                              | 4.3  |    | 44.2 | 44.2  | 1.4 | 100   |   |      |      |                       |      |       | 3.6   | 2.4  |    | 44.6 | 48.2 | 1.2  | 100   |   |        |       |
| E5                | #                                  | 1    |    | 1    |       |     | 2     | 2.4   | 59.2 | 19.6 | NO                    | 9.2* | 19.6* |   |      |    |      |      |      |       | YES   | 84.5%* | 0.0%* |
|                   | %                                  | 50.0 |    | 50.0 |       |     | 100   |   |      |      |                       |      |       |   |      |    |      |      |      |       |   |        |       |
| E6                | #                                  |      |    |      | 3     |     | 3     | 1.1   | 66.5 | 15.3 | 1.1*                  | 66.5 | NO    |   |      |    |      |      |      |       | 0.0%*   | 0.0%   | YES   |
|                   | %                                  |      |    |      | 100.0 |     | 100   |   |      |      |                       |      |       |   |      |    |      |      |      |       |   |        |       |
|                   | #                                  |      |    |      |       |     |       |   |      |      |                       |      |       |   |      |    |      |      |      |       |   |        |       |
|                   | %                                  |      |    |      |       |     |       |   |      |      |                       |      |       |   |      |    |      |      |      |       |   |        |       |
|                   | #                                  |      |    |      |       |     |       |   |      |      |                       |      |       |   |      |    |      |      |      |       |   |        |       |
|                   | %                                  |      |    |      |       |     |       |   |      |      |                       |      |       |   |      |    |      |      |      |       |   |        |       |
|                   | #                                  |      |    |      |       |     |       |   |      |      |                       |      |       |   |      |    |      |      |      |       |   |        |       |
|                   | %                                  |      |    |      |       |     |       |   |      |      |                       |      |       |   |      |    |      |      |      |       |   |        |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    92.5 percent  
Level of Goal Attainment for 2021:    92.6 percent  
Level of Goal Attainment for 2022:    86.4 percent

## The Citadel (Page 1 of 2)

President: Glenn M. Walters  
EEO Officer: Robert P. Pickering

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | 3<br>Adjusted Availability% (Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |      | 5<br>H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |       |       | 6<br>% OF Goals Met Based on Adjusted Availability |        |       |        |
|-------------------|------------------------------------|------|------|------|------|------|-------|--|------|------|-----------------------|-----|------|---|------|------|------|------|-------|-------|--|--------|-------|--------|
|                   | WM                                 | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF   | BF   | BM                    | WF  | BF   | WM  | BM   | OM   | WF   | BF   | OF    | TOTAL | BM   | WF     | BF    |        |
| C1, C2, & E1      | #                                  | 26   | 3    |      | 27   | 5    | 2     | 63   | 3.4  | 31.4 | 6.1                   | NO  | NO   | NO  | 4    |      |      | 5    | 2     |       | 11   |        |       |        |
|                   | %                                  | 41.3 | 4.8  |      | 42.9 | 7.9  | 3.2   | 100  |      |      |                       | NO  | NO   | NO  | 36.4 | 0.0  | 0.0  | 45.5 | 18.2  | 0.0   | 100  | YES    | YES   | YES    |
| C3                | #                                  | 42   |      | 4    | 13   | 2    | 4     | 65   | 2.6  | 34.9 | 4.1                   |     |      | *   | 1    |      | 1    | 3    |       | 2     | 7  |        |       |        |
|                   | %                                  | 64.6 |      | 6.2  | 20   | 3.1  | 6.2   | 100  |      |      |                       | 2.6 | 14.9 | 1.0   | 14.3 | 0.0  | 14.3 | 42.9 | 0.0   | 28.6  | 100  | 0.0%   | 57.3% | 75.6%* |
| C4                | #                                  | 26   | 1    | 3    | 27   | 1    | 5     | 63   | 2.6  | 34.7 | 4.1                   |     |      |   |      |      |      |      |       |       |  |        |       |        |
|                   | %                                  | 41.3 | 1.6  | 4.8  | 42.9 | 1.6  | 7.9   | 100  |      |      |                       | 1.0 | NO   | 2.5   |      |      |      |      |       |       |  | 61.5%* | YES   | 39.0%  |
| C5 & C6           | #                                  | 53   | 5    | 15   | 20   | 2    | 2     | 97   | 4.2  | 35.2 | 6.3                   |     |      |   | 7    |      | 4    | 1    |       |       | 12   |        |       |        |
|                   | %                                  | 54.6 | 5.2  | 15.5 | 20.6 | 2.1  | 2.1   | 100  |      |      |                       | NO  | 14.6 | 4.2   | 58.3 | 0.0  | 33.3 | 8.3  | 0.0   | 0.0   | 100  | YES    | 58.5% | 33.3%  |
| C8 & C9           | #                                  | 35   | 5    | 1    | 11   | 2    |       | 54   | 8.9  | 45.8 | 4.5                   |     |      | *   | 8    | 2    |      | 2    | 1     |       | 13   |        |       |        |
|                   | %                                  | 64.8 | 9.3  | 1.9  | 20.4 | 3.7  |       | 100  |      |      |                       | NO  | 25.4 | 0.8   | 61.5 | 15.4 | 0.0  | 15.4 | 7.7   | 0.0   | 100  | YES    | 44.5% | 82.2%* |
| E2                | #                                  | 36   | 4    | 2    | 59   | 10   | 1     | 112  | 4.2  | 40.7 | 13.8                  |     |      | *   | 8    | 1    |      | 15   | 1     | 1     | 26   |        |       |        |
|                   | %                                  | 32.1 | 3.6  | 1.8  | 52.7 | 8.9  | 0.9   | 100  |      |      |                       | 0.6 | NO   | 4.9   | 30.8 | 3.8  | 0.0  | 57.7 | 3.8   | 3.8   | 100  | 85.7%* | YES   | 64.5%  |
| E3 & E5           | #                                  | 15   | 3    |      | 10   | 7    |       | 35   | 5.0  | 37.7 | 14.0                  |     |      |   | 3    | 2    |      | 7    | 2     |       | 14   |        |       |        |
|                   | %                                  | 42.9 | 8.6  |      | 28.6 | 20   |       | 100  |      |      |                       | NO  | 9.1  | NO  | 21.4 | 14.3 | 0.0  | 50.0 | 14.3  | 0.0   | 100  | YES    | 75.9% | YES    |
| E4                | #                                  | 10   | 2    | 1    | 2    | 1    |       | 16   | 14.4 | 11.8 | 3.5                   |     |      | *   | 4    |      |      | 2    |       |       | 6  |        |       |        |
|                   | %                                  | 62.5 | 12.5 | 6.3  | 12.5 | 6.3  |       | 100  |      |      |                       | 1.9 | NO   | NO  | 66.7 | 0.0  | 0.0  | 33.3 | 0.0   | 0.0   | 100  | 86.8%* | YES   | YES    |
| E6                | #                                  |      | 1    |      | 6    | 5    |       | 12   | 4.0  | 49.3 | 20.8                  |     |      |   |      |      |      |      |       |       | 1  |        |       |        |
|                   | %                                  |      | 8.3  |      | 50   | 41.7 |       | 100  |      |      |                       | NO  | NO   | NO  | 0.0  | 0.0  | 0.0  | 0.0  | 100.0 | 0.0   | 100  | YES    | YES   | YES    |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    74.7 percent  
Level of Goal Attainment for 2021:    82.2 percent  
Level of Goal Attainment for 2022:    75.4 percent

## The Citadel (Page 2 of 2)

President: Glenn M. Walters  
EEO Officer: Robert P. Pickering

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |     |    |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |     |     |       |       | % OF Goals Met Based on Adjusted Availability |       |       |      |
|--------------|-------------------------------|------|------|-----|-----|----|-------|--|------|------|------------------|-----|------|--|------|------|-----|-----|-------|-------|---|-------|-------|------|
|              |                               |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | WM                            | BM   | OM   | WF  | BF  | OF | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM   | BM   | OM   | WF  | BF  | OF    | TOTAL | BM  | WF    | BF    |      |
| E7           | #                             | 37   | 5    | 3   | 1   |    |       | 46   | 17.4 | 6.0  | 5.5              |     |      |  | 3    | 1    |     |     |       |       | 4   |       |       |      |
|              | %                             | 80.4 | 10.9 | 6.5 | 2.2 |    |       | 100  |      |      |                  | 6.5 | 3.8  | 5.5  | 75.0 | 25.0 | 0.0 | 0.0 | 0.0   | 0.0   | 100   | 62.6% | 36.7% | 0.0% |
| E8           | #                             | 6    | 7    |     | 1   | 10 | 1     | 25   | 20.2 | 17.1 | 12.5             | NO  | 13.1 | NO   |      |      |     |     | 3     |       | 3   |       |       |      |
|              | %                             | 24   | 28   |     | 4   | 40 | 4     | 100  |      |      |                  |     |      |  | 0.0  | 0.0  | 0.0 | 0.0 | 100.0 | 0.0   | 100   | YES   | 23.4% | YES  |
|              | #                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | %                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | #                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | %                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | #                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | %                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | #                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | %                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | #                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |
|              | %                             |      |      |     |     |    |       |  |      |      |                  |     |      |  |      |      |     |     |       |       |   |       |       |      |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    74.7 percent  
Level of Goal Attainment for 2021:    82.2 percent  
Level of Goal Attainment for 2022:    75.4 percent

## Clemson University (Page 1 of 3)

President: James Clements

EEO Officer: Jerry Knighton

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | Adjusted Availability% (Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |      | H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |       |      |      |       | % OF Goals Met Based on Adjusted 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           | #                             | 17   | 2   |      | 10   | 2   | 1     | 32  | 3.6 | 35.5 | 6.3              | NO  | 4.2  | 0.0  |      |      |       | 1    |      |       | 1   |       |       |       |
|              | %                             | 53.1 | 6.3 |      | 31.3 | 6.3 | 3.1   | 100   |     |      |                  |     |      | 0.0  | 0.0  | 0.0  | 100.0 | 0.0  | 0.0  | 0.0   | 100   | YES   | 88.2% | YES   |
| C2           | #                             | 21   | 3   | 2    | 13   | 3   | 2     | 44  | 2.9 | 36.0 | 5.9              | NO  | 6.5  | NO   |      |      | 1     | 2    | 1    |       | 5   |       |       |       |
|              | %                             | 47.7 | 6.8 | 4.5  | 29.5 | 6.8 | 4.5   | 100   |     |      |                  |     |      | 20.0                                       | 0.0  | 20.0 | 40.0  | 20.0 | 0.0  | 100   | YES   | 81.9% | YES   |       |
| C3           | #                             | 266  | 7   | 65   | 78   | 4   | 12    | 432   | 2.4 | 31.9 | 3.3              |     |      |  | 16   |      | 5     | 6    |      | 3     | 30  |       |       |       |
|              | %                             | 61.6 | 1.6 | 15   | 18.1 | 0.9 | 2.8   | 100   |     |      |                  | 0.8 | 13.8 | 2.4  | 53.3 | 0.0  | 16.7  | 20.0 | 0.0  | 10.0  | 100   | 66.7% | 56.7% | 27.3% |
| C4           | #                             | 149  | 6   | 48   | 109  | 7   | 23    | 342   | 2.4 | 32.5 | 3.4              |     |      |  | 11   |      | 8     | 17   | 2    | 3     | 41  |       |       |       |
|              | %                             | 43.6 | 1.8 | 14   | 31.9 | 2   | 6.7   | 100   |     |      |                  | 0.6 | 0.6  | 1.4  | 26.8 | 0.0  | 19.5  | 41.5 | 4.9  | 7.3   | 100   | 75.0% | 98.2% | 58.8% |
| C5           | #                             | 87   | 3   | 60   | 95   | 10  | 29    | 284   | 2.4 | 32.5 | 3.4              |     |      |  | 12   | 1    | 13    | 22   |      | 9     | 57  |       |       |       |
|              | %                             | 30.6 | 1.1 | 21.1 | 33.5 | 3.5 | 10.2  | 100   |     |      |                  | 1.3 | NO   | NO   | 21.1 | 1.8  | 22.8  | 38.6 | 0.0  | 15.8  | 100   | 45.8% | YES   | YES   |
| C7           | #                             | 83   | 1   | 3    | 82   | 7   | 12    | 188   | 2.8 | 33.0 | 4.0              |     |      |  | 30   |      | 2     | 38   | 4    | 3     | 77  |       |       | *     |
|              | %                             | 44.1 | 0.5 | 1.6  | 43.6 | 3.7 | 6.4   | 100   |     |      |                  | 2.3 | NO   | 0.3  | 39.0 | 0.0  | 2.6   | 49.4 | 5.2  | 3.9   | 100   | 17.9% | YES   | 92.5% |
| C8           | #                             | 32   | 1   | 7    | 20   | 1   | 5     | 66  | 2.1 | 30.2 | 2.7              | *   |      | *  | 2    |      | 1     | 1    | 1    |       | 5   | *     |       | *     |
|              | %                             | 48.5 | 1.5 | 10.6 | 30.3 | 1.5 | 7.6   | 100   |     |      |                  | 0.6 | NO   | 1.2  | 40.0 | 0.0  | 20.0  | 20.0 | 20.0 | 0.0   | 100   | 71.4% | YES   | 55.6% |
| C9           | #                             | 121  | 14  | 5    | 81   | 14  | 7     | 242   | 3.1 | 32.7 | 6.4              | NO  | NO   | 0.6  | 15   | 2    |       | 7    | 2    | 2     | 28  |       |       |       |
|              | %                             | 50   | 5.8 | 2.1  | 33.5 | 5.8 | 2.9   | 100   |     |      |                  |     |      |  | 53.6 | 7.1  | 0.0   | 25.0 | 7.1  | 7.1   | 100   | YES   | YES   | 90.6% |
| E1           | #                             | 134  | 14  | 7    | 231  | 34  | 10    | 430   | 3.7 | 36.7 | 6.1              |     |      |  | 23   | 1    | 5     | 27   | 5    | 1     | 62  |       |       |       |
|              | %                             | 31.2 | 3.3 | 1.6  | 53.7 | 7.9 | 2.3   | 100   |     |      |                  | 0.4 | NO   | NO   | 37.1 | 1.6  | 8.1   | 43.5 | 8.1  | 1.6   | 100   | 89.2% | YES   | YES   |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    82.0 percent  
 Level of Goal Attainment for 2021:    78.9 percent  
 Level of Goal Attainment for 2022:    82.2 percent

## Clemson University (Page 2 of 3)

President: James Clements

EEO Officer: Jerry Knighton

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |     |     |      |      |     |       | Adjusted Availability% (Qualified Labor Pool) |      |     | UNDERUTILIZATION |    |     | H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |      |       | % OF Goals Met Based on Adjusted Availability |     |       |
|--------------|-------------------------------|-----|-----|------|------|-----|-------|---|------|-----|------------------|----|-----|--|------|-----|------|------|------|-------|---|-----|-------|
|              | WM                            | BM  | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF  | BM               | WF | BF  | WM   | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF  | BF    |
| E21          | # 61                          | 4   | 3   | 329  | 34   | 18  | 449   | 2.5   | 45.7 | 6.6 | 1.6              | NO | NO  | 18   | 2    | 1   | 54   | 8    | 7    | 90    | 36.0%   | YES | YES   |
|              | % 13.6                        | 0.9 | 0.7 | 73.3 | 7.6  | 4   | 100   |   |      |     |                  |    |     | 20.0                                       | 2.2  | 1.1 | 60.0 | 8.9  | 7.8  | 100   |   |     |       |
| E22          | # 68                          | 3   | 5   | 53   | 3    | 1   | 133   | 3.8   | 20.3 | 4.9 | 1.5              | NO | 2.6 | 18   | 1    | 3   | 11   | 1    | 1    | 35    | 60.5%   | YES | 46.9% |
|              | % 51.1                        | 2.3 | 3.8 | 39.8 | 2.3  | 0.8 | 100   |   |      |     |                  |    |     | 51.4                                       | 2.9  | 8.6 | 31.4 | 2.9  | 2.9  | 100   |   |     |       |
| E23          | # 30                          | 14  |     | 131  | 22   | 8   | 205   | 3.4   | 41.2 | 6.1 | NO               | NO | NO  | 8  | 10   |     | 36   | 12   | 2    | 68    | YES   | YES | YES   |
|              | % 14.6                        | 6.8 |     | 63.9 | 10.7 | 3.9 | 100   |   |      |     |                  |    |     | 11.8                                       | 14.7 | 0.0 | 52.9 | 17.6 | 2.9  | 100   |   |     |       |
| E24          | # 44                          | 1   |     | 17   |      |     | 62    | 13.6  | 8.6  | 3.3 | 12.0             | NO | 3.3 | 4  |      |     | 3    |      |      | 7     | 11.8%   | YES | 0.0%  |
|              | % 71                          | 1.6 |     | 27.4 |      |     | 100   |   |      |     |                  |    |     | 57.1                                       | 0.0  | 0.0 | 42.9 | 0.0  | 0.0  | 100   |   |     |       |
| E25          | # 94                          | 7   | 4   | 92   | 8    | 4   | 209   | 3.4   | 31.2 | 3.9 | 0.1              | NO | 0.1 | 20   | 3    | 2   | 14   | 1    |      | 40    | 97.1%   | YES | 97.4% |
|              | % 45                          | 3.3 | 1.9 | 44   | 3.8  | 1.9 | 100   |   |      |     |                  |    |     | 50.0                                       | 7.5  | 5.0 | 35.0 | 2.5  | 0.0  | 100   |   |     |       |
| E31          | # 16                          | 2   | 2   | 22   | 2    |     | 44    | 4.0   | 25.6 | 4.1 | NO               | NO | NO  | 5  | 1    |     | 6    | 1    |      | 13    | YES   | YES | YES   |
|              | % 36.4                        | 4.5 | 4.5 | 50   | 4.5  |     | 100   |   |      |     |                  |    |     | 38.5                                       | 7.7  | 0.0 | 46.2 | 7.7  | 0.0  | 100   |   |     |       |
| E32          | # 73                          | 5   |     | 53   | 8    | 2   | 141   | 5.2   | 21.3 | 5.3 | 1.7              | NO | NO  | 13   | 1    |     | 9    | 2    | 1    | 26    | 67.3%   | YES | YES   |
|              | % 51.8                        | 3.5 |     | 37.6 | 5.7  | 1.4 | 100   |   |      |     |                  |    |     | 50.0                                       | 3.8  | 0.0 | 34.6 | 7.7  | 3.8  | 100   |   |     |       |
| E4           | # 65                          | 5   | 1   | 12   | 1    | 2   | 86    | 8.9   | 4.4  | 2.2 | 3.1              | NO | 1.0 | 16   | 2    | 2   | 3    |      |      | 23    | 65.2%   | YES | 54.5% |
|              | % 75.6                        | 5.8 | 1.2 | 14   | 1.2  | 2.3 | 100   |   |      |     |                  |    |     | 69.6                                       | 8.7  | 8.7 | 13.0 | 0.0  | 0.0  | 100   |   |     |       |
| E51          | # 6                           | 2   |     | 81   | 16   | 8   | 113   | 0.8   | 65.7 | 8.1 | NO               | NO | NO  | 3  | 1    |     | 16   | 3    | 3    | 26    | YES   | YES | YES   |
|              | % 5.3                         | 1.8 |     | 71.7 | 14.2 | 7.1 | 100   |   |      |     |                  |    |     | 11.5                                       | 3.8  | 0.0 | 61.5 | 11.5 | 11.5 | 100   |   |     |       |

**NOTE:**

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

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

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

Level of Goal Attainment for 2020:    82.0 percent  
 Level of Goal Attainment for 2021:    78.9 percent  
 Level of Goal Attainment for 2022:    82.2 percent

## Clemson University (Page 3 of 3)

President: James Clements

EEO Officer: Jerry Knighton

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       |     | Adjusted Availability% (Qualified Labor Pool) |     |     | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |       |      |      |       |       |     | % OF Goals Met Based on Adjusted Availability |  |  |
|--------------|-------------------------------|------|-----|------|------|-----|-------|-----|---|-----|-----|------------------|-----|------|--|-----|-------|------|------|-------|-------|-----|---|--|--|
|              |                               |      |     |      |      |     |       |     |   |     |     |                  |     |      |  |     |       |      |      |       |       |     |   |  |  |
|              | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF  | BF  | BM  | WF               | BF  | WM   | BM   | OM  | WF    | BF   | OF   | TOTAL | BM    | WF  | BF  |  |  |
| E52          | # 4                           |      | 1   | 22   | 18   | 4   | 49    | 5.7 | 40.8  | 9.1 | 5.7 | NO               | NO  | 2    |  |     | 4     | 3    | 2    | 11    | 0.0%  | YES | YES   |  |  |
|              | % 8.2                         |      | 2   | 44.9 | 36.7 | 8.2 | 100   |     |   |     |     |                  |     | 18.2 | 0.0  | 0.0 | 36.4  | 27.3 | 18.2 | 100   |       |     |   |  |  |
| E6           | #                             |      |     | 13   | 1    |     | 14    | 0.5 | 70.5  | 9.1 | 0.5 | NO               | 2.0 |      |  |     | 1     |      |      | 1     | 0.0%  | YES | 78.0%   |  |  |
|              | %                             |      |     | 92.9 | 7.1  |     | 100   |     |   |     |     |                  |     | 0.0  | 0.0  | 0.0 | 100.0 | 0.0  | 0.0  | 100   |       |     |   |  |  |
| E7           | # 170                         | 12   | 4   | 10   | 1    |     | 197   | 7.0 | 5.0   | 1.8 | 0.9 | NO               | 1.3 | 32   | 1  |     | 6     |      |      | 39    | 87.1% | YES | 27.8%   |  |  |
|              | % 86.3                        | 6.1  | 2   | 5.1  | 0.5  |     | 100   |     |   |     |     |                  |     | 82.1 | 2.6  | 0.0 | 15.4  | 0.0  | 0.0  | 100   |       |     |   |  |  |
| E8           | # 37                          | 13   | 5   | 43   | 27   | 4   | 129   | 9.3 | 19.6  | 8.8 | NO  | NO               | NO  |      |  |     |       |      |      |       | YES   | YES | YES   |  |  |
|              | % 28.7                        | 10.1 | 3.9 | 33.3 | 20.9 | 3.1 | 100   |     |   |     |     |                  |     |      |  |     |       |      |      |       |       |     |   |  |  |
|              | #                             |      |     |      |      |     |       |     |   |     |     |                  |     |      |  |     |       |      |      |       |       |     |   |  |  |
|              | %                             |      |     |      |      |     |       |     |   |     |     |                  |     |      |  |     |       |      |      |       |       |     |   |  |  |
|              | #                             |      |     |      |      |     |       |     |   |     |     |                  |     |      |  |     |       |      |      |       |       |     |   |  |  |
|              | %                             |      |     |      |      |     |       |     |   |     |     |                  |     |      |  |     |       |      |      |       |       |     |   |  |  |
|              | #                             |      |     |      |      |     |       |     |   |     |     |                  |     |      |  |     |       |      |      |       |       |     |   |  |  |
|              | %                             |      |     |      |      |     |       |     |   |     |     |                  |     |      |  |     |       |      |      |       |       |     |   |  |  |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    82.0 percent  
 Level of Goal Attainment for 2021:    78.9 percent  
 Level of Goal Attainment for 2022:    82.2 percent

## Coastal Carolina University (Page 1 of 2)

President: Michael Benson  
EEO Officer: Kimberly Sherfese

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |     |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |     |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |       |
|-------------------|------------------------------------|------|------|------|------|-----|-------|---|-----|------|-----------------------|-----|-----|---|------|-----|-----|------|------|-------|--|-------|-------|-------|
|                   | WM                                 | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF  | BF   | BM                    | WF  | BF  | WM  | BM   | OM  | WF  | BF   | OF   | TOTAL | BM   | WF    | BF    |       |
| C1 & E1           | #                                  | 9    | 2    |      | 6    |     |       | 17  | 6.6 | 38.9 | 6.1                   |     | *   | 6.1   | 1    |     |     | 2    |      |       | 3  |       | *     |       |
|                   | %                                  | 52.9 | 11.8 |      | 35.3 |     |       | 100   |     |      |                       | NO  | 3.6 |   | 33.3 | 0.0 | 0.0 | 66.7 | 0.0  | 0.0   | 100  | YES   | 90.7% | 0.0%  |
| C2                | #                                  | 1    | 1    |      | 4    |     |       | 6   | 7.1 | 44.2 | 7.3                   |     | *   |   | 1    |     |     | 1    |      |       | 2  |       | *     |       |
|                   | %                                  | 16.7 | 16.7 |      | 66.7 |     |       | 100   |     |      |                       | NO  | NO  |   | 50.0 | 0.0 | 0.0 | 50.0 | 0.0  | 0.0   | 100  | YES   | YES   | 0.0%  |
| C3                | #                                  | 74   | 3    | 9    | 30   | 3   | 1     | 120   | 2.8 | 32.5 | 5.3                   |     | *   |   | 7    |     | 1   | 6    | 1    |       | 15   |       | *     |       |
|                   | %                                  | 61.7 | 2.5  | 7.5  | 25   | 2.5 | 0.8   | 100   |     |      |                       | 0.3 | 7.5 | 2.8   | 46.7 | 0.0 | 6.7 | 40.0 | 6.7  | 0.0   | 100  | 89.3% | 76.9% | 47.2% |
| C4                | #                                  | 55   | 1    | 5    | 49   | 5   | 4     | 119   | 2.7 | 32.8 | 5.1                   |     |     |   | 5    |     | 1   | 8    | 2    |       | 16   |       |       |       |
|                   | %                                  | 46.2 | 0.8  | 4.2  | 41.2 | 4.2 | 3.4   | 100   |     |      |                       | 1.9 | NO  | 0.9   | 31.3 | 0.0 | 6.3 | 50.0 | 12.5 | 0.0   | 100  | 29.6% | YES   | 82.4% |
| C5                | #                                  | 40   | 5    | 13   | 52   | 5   | 5     | 120   | 2.6 | 32.8 | 3.9                   |     |     |   | 13   | 3   |     | 18   | 1    | 1     | 36   |       |       |       |
|                   | %                                  | 33.3 | 4.2  | 10.8 | 43.3 | 4.2 | 4.2   | 100   |     |      |                       | NO  | NO  | NO  | 36.1 | 8.3 | 0.0 | 50.0 | 2.8  | 2.8   | 100  | YES   | YES   | YES   |
| C6                | #                                  | 3    |      | 1    | 2    |     |       | 6   | 2.9 | 31.8 | 5.4                   |     | *   |   |      |     |     |      |      |       |  |       | *     |       |
|                   | %                                  | 50   |      | 16.7 | 33.3 |     |       | 100   |     |      |                       | 2.9 | NO  | 5.4   |      |     |     |      |      |       |  | 0.0%  | YES   | 0.0%  |
| C7 & C8           | #                                  | 65   | 1    |      | 79   | 3   | 4     | 152   | 2.7 | 31.8 | 4.4                   |     |     |   | 20   |     |     | 23   | 3    | 3     | 49   |       |       |       |
|                   | %                                  | 42.8 | 0.7  |      | 52   | 2   | 2.6   | 100   |     |      |                       | 2.0 | NO  | 2.4   | 40.8 | 0.0 | 0.0 | 46.9 | 6.1  | 6.1   | 100  | 25.9% | YES   | 45.5% |
| C9                | #                                  | 51   | 7    | 2    | 20   | 3   | 1     | 84  | 5.2 | 24.1 | 4.1                   |     | *   | *   | 17   | 2   | 1   | 6    | 2    | 1     | 29   |       | *     | *     |
|                   | %                                  | 60.7 | 8.3  | 2.4  | 23.8 | 3.6 | 1.2   | 100   |     |      |                       | NO  | 0.3 | 0.5   | 58.6 | 6.9 | 3.4 | 20.7 | 6.9  | 3.4   | 100  | YES   | 98.8% | 87.8% |
| E2                | #                                  | 110  | 21   | 2    | 211  | 19  | 9     | 372   | 4.2 | 38.5 | 8.0                   |     |     |   | 45   | 13  |     | 76   | 15   | 6     | 155  |       |       |       |
|                   | %                                  | 29.6 | 5.6  | 0.5  | 56.7 | 5.1 | 2.4   | 100   |     |      |                       | NO  | NO  | 2.9   | 29.0 | 8.4 | 0.0 | 49.0 | 9.7  | 3.9   | 100  | YES   | YES   | 63.8% |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    83.0 percent  
Level of Goal Attainment for 2021:    82.5 percent  
Level of Goal Attainment for 2022:    80.0 percent

## Coastal Carolina University (Page 2 of 2)

President: Michael Benson  
EEO Officer: Kimberly Sherfese

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |      |       | % OF Goals Met Based on Adjusted 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           | 31                            | 2    | 2   | 24   | 5    | 2   | 66    | 3.1   | 32.4 | 5.4  | 0.1*             | NO   | NO   | 7  | 1    | 1   | 6    | 1    |      | 16    | 96.8%*  | YES    | YES   |
|              | 47                            | 3    | 3   | 36.4 | 7.6  | 3   | 100   |   |      |      |                  |      |      | 43.8                                       | 6.3  | 6.3 | 37.5 | 6.3  | 0.0  | 100   |   |        |       |
| E4           | 39                            | 6    | 1   | 5    |      |     | 51    | 4.6   | 21.2 | 4.0  | NO               | 11.4 | 4.0  | 6  | 1    |     | 1    |      |      | 8     | YES   | 46.2%  | 0.0%  |
|              | 76.5                          | 11.8 | 2   | 9.8  |      |     | 100   |   |      |      |                  |      |      | 75.0                                       | 12.5 | 0.0 | 12.5 | 0.0  | 0.0  | 100   |   |        |       |
| E5           |                               |      |     | 28   | 4    |     | 32    | 0.5   | 72.0 | 7.0  | 0.5*             | NO   | NO   |  |      |     | 14   | 1    |      | 15    | 0.0%*   | YES    | YES   |
|              |                               |      |     | 87.5 | 12.5 |     | 100   |   |      |      |                  |      |      | 0.0  | 0.0  | 0.0 | 93.3 | 6.7  | 0.0  | 100   |   |        |       |
| E6           | 4                             |      | 2   | 30   | 6    | 1   | 43    | 0.6   | 69.4 | 7.1  | 0.6*             | NO   | NO   |  | 1    |     | 11   | 2    | 2    | 16    | 0.0%*   | YES    | YES   |
|              | 9.3                           |      | 4.7 | 69.8 | 14   | 2.3 | 100   |   |      |      |                  |      |      | 0.0  | 6.3  | 0.0 | 68.8 | 12.5 | 12.5 | 100   |   |        |       |
| E7           | 62                            | 2    | 2   |      |      |     | 66    | 7.0   | 3.2  | 1.3  |                  |      | 1.3* | 8  |      |     |      |      |      | 8     | 42.9%*  | 0.0%   | 0.0%* |
|              | 93.9                          | 3    | 3   |      |      |     | 100   |   |      |      | 4.0              | 3.2  | 1.3  | 100.0                                      | 0.0  | 0.0 | 0.0  | 0.0  | 0.0  | 100   |   |        |       |
| E8           | 68                            | 14   | 1   | 15   | 18   | 6   | 122   | 10.1  | 13.0 | 11.8 | NO               | 0.7* | NO   | 30   | 2    | 1   | 1    | 5    | 3    | 42    | YES   | 94.6%* | YES   |
|              | 55.7                          | 11.5 | 0.8 | 12.3 | 14.8 | 4.9 | 100   |   |      |      |                  |      |      | 71.4                                       | 4.8  | 2.4 | 2.4  | 11.9 | 7.1  | 100   |   |        |       |
|              |                               |      |     |      |      |     |       |   |      |      |                  |      |      |  |      |     |      |      |      |       |   |        |       |
|              |                               |      |     |      |      |     |       |   |      |      |                  |      |      |  |      |     |      |      |      |       |   |        |       |
|              |                               |      |     |      |      |     |       |   |      |      |                  |      |      |  |      |     |      |      |      |       |   |        |       |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    83.0 percent  
Level of Goal Attainment for 2021:    82.5 percent  
Level of Goal Attainment for 2022:    80.0 percent

## College of Charleston (Page 1 of 2)

President: Dr. Andrew T. Hsu  
EEO Officer: Kimberly Gertner

| 1            | 2                             |     |      |      |      |      |       | 3   | 4                |      |       | 5  |      |       |      |      |     |     | 6   |       |       |       |       |
|--------------|-------------------------------|-----|------|------|------|------|-------|---|------------------|------|-------|--|------|-------|------|------|-----|-----|---|-------|-------|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |     |      |      |      |      |       | Adjusted Availability% (Qualified Labor Pool) | UNDERUTILIZATION |      |       | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |       |      |      |     |     | % OF Goals Met Based on Adjusted 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      | # 45                          | 6   | 3    | 58   | 9    | 8    | 129   | 3.8   | 27.1             | 5.1  | NO    | NO   | NO   |       |      |      |     |     |   |       | YES   | YES   | YES   |
|              | % 34.9                        | 4.7 | 2.3  | 45   | 7    | 6.2  | 100   |   |                  |      |       |  |      |       |      |      |     |     |   |       |       |       |       |
| C2           | # 8                           |     |      | 3    | 1    | 1    | 13    | 2.6   | 27.3             | 3.0  | 2.6   | 4.2  | NO   | 2     |      |      |     |     |   | 2     | 0.0%  | 84.6% | YES   |
|              | % 61.5                        |     |      | 23.1 | 7.7  | 7.7  | 100   |   |                  |      | 100.0 | 0.0  | 0.0  | 0.0   | 0.0  | 0.0  | 0.0 | 0.0 | 100   |       |       |       |       |
| C3           | # 80                          | 1   | 13   | 53   |      | 3    | 150   | 2.4   | 32.1             | 3.4  | 1.7   | NO   | 3.4  | 6     |      |      | 5   |     |   | 11    | 29.2% | YES   | 0.0%  |
|              | % 53.3                        | 0.7 | 8.7  | 35.3 |      | 2    | 100   |   |                  |      | 54.5  | 0.0  | 0.0  | 45.5  | 0.0  | 0.0  | 0.0 | 100 |   |       |       |       |       |
| C4           | # 76                          | 5   | 12   | 72   | 4    | 10   | 179   | 2.4   | 32.3             | 3.4  | NO    | NO   | 1.2  | 5     |      | 2    | 6   |     | 1   | 14    | YES   | YES   | 64.7% |
|              | % 42.5                        | 2.8 | 6.7  | 40.2 | 2.2  | 5.6  | 100   |   |                  |      | 35.7  | 0.0  | 14.3 | 42.9  | 0.0  | 7.1  | 100 |     |   |       |       |       |       |
| C5           | # 32                          | 4   | 7    | 50   | 6    | 15   | 114   | 2.4   | 34.2             | 3.5  | NO    | NO   | NO   | 2     | 2    | 1    | 7   | 2   | 5   | 19    | YES   | YES   | YES   |
|              | % 28.1                        | 3.5 | 6.1  | 43.9 | 5.3  | 13.2 | 100   |   |                  |      | 10.5  | 10.5                                       | 5.3  | 36.8  | 10.5 | 26.3 | 100 |     |   |       |       |       |       |
| C6           | # 12                          | 1   | 3    | 30   | 3    | 5    | 54    | 2.9   | 32.5             | 4.1  | 1.0   | NO   | NO   | 1     |      |      | 4   |     | 1   | 6     | 65.5% | YES   | YES   |
|              | % 22.2                        | 1.9 | 5.6  | 55.6 | 5.6  | 9.3  | 100   |   |                  |      | 16.7  | 0.0  | 0.0  | 66.7  | 0.0  | 16.7 | 100 |     |   |       |       |       |       |
| C7           | # 2                           |     |      | 3    | 1    |      | 6     | 2.5   | 47.1             | 5.7  | 2.5   | NO   | NO   |       |      |      | 2   |     |   | 2     | 0.0%  | YES   | YES   |
|              | % 33.3                        |     |      | 50   | 16.7 |      | 100   |   |                  |      | 0.0   | 0.0  | 0.0  | 100.0 | 0.0  | 0.0  | 100 |     |   |       |       |       |       |
| C8 & C9      | # 41                          | 3   | 9    | 29   | 3    | 2    | 87    | 4.4   | 29.2             | 2.9  | 1.0   | NO   | NO   | 9     | 1    | 4    | 13  | 1   | 1   | 29    | 77.3% | YES   | YES   |
|              | % 47.1                        | 3.4 | 10.3 | 33.3 | 3.4  | 2.3  | 100   |   |                  |      | 31.0  | 3.4  | 13.8 | 44.8  | 3.4  | 3.4  | 100 |     |   |       |       |       |       |
| E2           | # 99                          | 16  | 7    | 166  | 52   | 18   | 358   | 5.7   | 37.4             | 11.3 | 1.2   | NO   | NO   | 13    | 5    |      | 37  | 9   | 6   | 70    | 78.9% | YES   | YES   |
|              | % 27.7                        | 4.5 | 2    | 46.4 | 14.5 | 5    | 100   |   |                  |      | 18.6  | 7.1  | 0.0  | 52.9  | 12.9 | 8.6  | 100 |     |   |       |       |       |       |

**NOTE:**

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

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

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

Level of Goal Attainment for 2020:    84.8 percent  
Level of Goal Attainment for 2021:    84.3 percent  
Level of Goal Attainment for 2022:    85.9 percent

## College of Charleston (Page 2 of 2)

President: Dr. Andrew T. Hsu EEO

Officer: Kimberly Gertner

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | 3<br>Adjusted Availability% (Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |     |       | 6<br>% OF Goals Met Based on Adjusted 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                | # 20                               | 2    | 5    | 9    | 7    |     | 43    | 8.4  | 24.7 | 11.6 | 3.7                   | 3.8  | NO  | 7   |      | 1    | 2    | 2    |     | 12    | 56.0%  | 84.6% | YES   |
|                   | % 46.5                             | 4.7  | 11.6 | 20.9 | 16.3 |     | 100   |  |      |      |                       |      |     | 58.3  | 0.0  | 8.3  | 16.7 | 16.7 | 0.0 | 100   |  |       |       |
| E4                | # 9                                | 3    | 1    |      | 4    | 1   | 18    | 25.7   | 5.0  | 3.6  | 9.0                   | 5.0  | NO  | 6   | 1    | 1    |      |      |     | 8     | 65.0%  | 0.0%  | YES   |
|                   | % 50                               | 16.7 | 5.6  |      | 22.2 | 5.6 | 100   |  |      |      |                       |      |     | 75.0  | 12.5 | 12.5 | 0.0  | 0.0  | 0.0 | 100   |  |       |       |
| E5                | # 5                                | 2    |      | 30   | 22   | 1   | 60    | 2.2  | 53.0 | 21.1 | NO                    | 3.0  | NO  | 3   | 1    |      | 8    | 2    |     | 14    | YES  | 94.3% | YES   |
|                   | % 8.3                              | 3.3  |      | 50   | 36.7 | 1.7 | 100   |  |      |      |                       |      |     | 21.4  | 7.1  | 0.0  | 57.1 | 14.3 | 0.0 | 100   |  |       |       |
| E6                | # 2                                | 2    |      | 6    | 4    |     | 14    | 5.0  | 39.2 | 23.1 | NO                    | NO   | NO  |   | 1    |      | 1    | 1    |     | 3     | YES  | YES   | YES   |
|                   | % 14.3                             | 14.3 |      | 42.9 | 28.6 |     | 100   |  |      |      |                       |      |     | 0.0   | 33.3 | 0.0  | 33.3 | 33.3 | 0.0 | 100   |  |       |       |
| E7                | # 16                               | 22   | 5    |      | 1    |     | 44    | 17.9   | 2.4  | 2.5  | NO                    | 2.4  | 0.2 | 4   | 4    |      |      |      |     | 8     | YES  | 0.0%  | 92.0% |
|                   | % 36.4                             | 50   | 11.4 |      | 2.3  |     | 100   |  |      |      |                       |      |     | 50.0  | 50.0 | 0.0  | 0.0  | 0.0  | 0.0 | 100   |  |       |       |
| E8                | # 11                               | 19   |      | 1    | 18   |     | 49    | 17.7   | 14.6 | 22.5 | NO                    | 12.6 | NO  | 3   | 1    |      | 1    | 1    |     | 6     | YES  | 13.7% | YES   |
|                   | % 22.4                             | 38.8 |      | 2    | 36.7 |     | 100   |  |      |      |                       |      |     | 50.0  | 16.7 | 0.0  | 16.7 | 16.7 | 0.0 | 100   |  |       |       |
|                   | #                                  |      |      |      |      |     |       |  |      |      |                       |      |     |   |      |      |      |      |     |       |  |       |       |
|                   | %                                  |      |      |      |      |     |       |  |      |      |                       |      |     |   |      |      |      |      |     |       |  |       |       |
|                   | #                                  |      |      |      |      |     |       |  |      |      |                       |      |     |   |      |      |      |      |     |       |  |       |       |
|                   | %                                  |      |      |      |      |     |       |  |      |      |                       |      |     |   |      |      |      |      |     |       |  |       |       |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    84.8 percent  
 Level of Goal Attainment for 2021:    84.3 percent  
 Level of Goal Attainment for 2022:    85.9 percent

## Department of Commerce

Agency Director: Harry Lightsey  
EEO Officer: Lori Adler

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |       |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |      |     |       | % OF Goals Met Based on Adjusted Availability |     |      |
|--------------|-------------------------------|------|------|-----|-------|------|-------|---|------|------|------------------|----|------|--|----|----|------|------|-----|-------|---|-----|------|
|              | 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    |     | 29    | 9    | 46    |   |      |      |                  |    | 1    |  |    | 9  | 3    | 1    | 14  |       |   |     |      |
|              | %                             | 15.2 | 2.2  |     | 63.0  | 19.6 | 100   | 5.0   | 32.7 | 10.6 | 2.8              | NO | NO   | 7.1  |    |    | 64.3 | 21.4 | 7.1 | 100   | 44.0%   | YES | YES  |
| E2           | #                             | 14   | 2    | 1   | 18    | 11   | 46    |   |      |      |                  |    | 4    |  |    | 4  | 2    |      | 10  |       |   |     |      |
|              | %                             | 30.4 | 4.3  | 2.2 | 39.1  | 23.9 | 100   | 5.3   | 32.6 | 12.5 | 1.0              | NO | NO   | 40.0                                       |    |    | 40.0 | 20.0 |     | 100   | 81.1%   | YES | YES  |
| E3           | #                             |      | 1    |     | 2     | 1    | 4     |   |      |      |                  |    |      |  |    |    |      |      |     |       |   |     |      |
|              | %                             |      | 25.0 |     | 50.0  | 25.0 | 100   | 11.8  | 12.9 | 7.1  | NO               | NO | NO   |  |    |    |      |      |     |       | YES   | YES | YES  |
| E5           | #                             |      |      |     | 3     |      | 3     |   |      |      |                  |    |      |  |    |    |      |      |     |       |   |     |      |
|              | %                             |      |      |     | 100.0 |      | 100   | 2.5   | 60.2 | 19.0 | 2.5              | NO | 19.0 |  |    |    |      |      |     |       | 0.0%  | YES | 0.0% |
|              | #                             |      |      |     |       |      |       |   |      |      |                  |    |      |  |    |    |      |      |     |       |   |     |      |
|              | %                             |      |      |     |       |      |       |   |      |      |                  |    |      |  |    |    |      |      |     |       |   |     |      |
|              | #                             |      |      |     |       |      |       |   |      |      |                  |    |      |  |    |    |      |      |     |       |   |     |      |
|              | %                             |      |      |     |       |      |       |   |      |      |                  |    |      |  |    |    |      |      |     |       |   |     |      |
|              | #                             |      |      |     |       |      |       |   |      |      |                  |    |      |  |    |    |      |      |     |       |   |     |      |
|              | %                             |      |      |     |       |      |       |   |      |      |                  |    |      |  |    |    |      |      |     |       |   |     |      |

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

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

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

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

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

Level of Goal Attainment for 2020:    95.9 percent  
 Level of Goal Attainment for 2021:    96.6 percent  
 Level of Goal Attainment for 2022:    92.5 percent

## Department of Comptroller General

Agency Director: Richard Eckstrom  
EEO Officer: Allison Williams

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |    |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |       |  |
|-------------------|------------------------------------|------|----|------|------|------|-------|---|------|------|-----------------------|------|-----|---|----|----|------|----|----|-------|---|-------|-------|--|
|                   | WM                                 | BM   | OM | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF  | WM  | BM | OM | WF   | BF | OF | TOTAL | BM  | WF    | BF    |  |
| E1                | # 5                                |      |    | 3    | 1    |      | 9     |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | % 55.6                             |      |    | 33.3 | 11.1 |      | 100   | 5.2   | 36.2 | 11.3 | 5.2                   | 2.9  | 0.2 |   |    |    |      |    |    |       | 0.0%  | 92.0% | 98.2% |  |
| E2                | # 1                                | 1    |    | 5    | 1    |      | 8     |   |      |      |                       |      |     | 1   |    |    | 1    |    |    | 2     |   |       |       |  |
|                   | % 12.5                             | 12.5 |    | 62.5 | 12.5 |      | 100   | 3.1   | 52.1 | 17.5 | NO                    | NO   | 5.0 | 50.0  |    |    | 50.0 |    |    | 100   | YES   | YES   | 71.4% |  |
| E5                | # 2                                |      |    | 4    | 2    | 1    | 9     |   |      |      |                       |      |     | 1   |    |    |      |    |    | 1     |   |       |       |  |
|                   | % 22.2                             |      |    | 44.4 | 22.2 | 11.1 | 100   | 1.8   | 60.2 | 16.2 | 1.8                   | 15.8 | NO  | 100.0   |    |    |      |    |    | 100   | 0.0%  | 73.8% | YES   |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | #                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |
|                   | %                                  |      |    |      |      |      |       |   |      |      |                       |      |     |   |    |    |      |    |    |       |   |       |       |  |

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

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

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

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

Level of Goal Attainment for 2020:    98.8 percent  
 Level of Goal Attainment for 2021:    98.0 percent  
 Level of Goal Attainment for 2022:    90.8 percent

## Department of Consumer Affairs

Agency Director: Carolyn G. Lybarker

EEO Officer: Brittany Simmons

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |       | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |        |
|-------------------|------------------------------------|------|----|------|------|----|-------|---|------|------|-----------------------|------|-------|---|------|----|------|------|----|-------|---|-------|--------|
|                   | WM                                 | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF    | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF     |
| E1                | # 1                                |      |    | 3    |      |    | 4     |   |      |      | 5.0 *                 | NO   | 3.2 * |   |      |    |      |      |    |       | 0.0% *  | YES   | 0.0% * |
|                   | % 25.0                             |      |    | 75.0 |      |    | 100   |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
| E2                | # 10                               | 6    |    | 6    | 10   |    | 32    | 6.3   | 36.7 | 11.6 | NO                    | 17.9 | NO    | 3   | 1    |    | 2    | 4    |    | 10    | YES   | 51.2% | YES    |
|                   | % 31.3                             | 18.8 |    | 18.8 | 31.3 |    | 100   |   |      |      |                       |      |       | 30.0  | 10.0 |    | 20.0 | 40.0 |    | 100   |   |       |        |
| E5                | #                                  |      |    | 2    | 1    |    | 3     | 5.1   | 47.0 | 16.1 | 5.1 *                 | 47.0 | NO    |   |      |    |      |      |    |       | 0.0% *  | 0.0%  | YES    |
|                   | %                                  |      |    | 66.7 | 33.3 |    | 100   |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
|                   | #                                  |      |    |      |      |    |       |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
|                   | %                                  |      |    |      |      |    |       |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
|                   | #                                  |      |    |      |      |    |       |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
|                   | %                                  |      |    |      |      |    |       |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
|                   | #                                  |      |    |      |      |    |       |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
|                   | %                                  |      |    |      |      |    |       |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
|                   | #                                  |      |    |      |      |    |       |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |
|                   | %                                  |      |    |      |      |    |       |   |      |      |                       |      |       |   |      |    |      |      |    |       |   |       |        |

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

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

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

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

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

Level of Goal Attainment for 2020:    86.7 percent

Level of Goal Attainment for 2021:    91.0 percent

Level of Goal Attainment for 2022:    75.2 percent

## Department of Corrections (Page 1 of 2)

Agency Director: Bryan Stirling  
EEO Officer: Renwick McNeil

| 1            | 2                             |      |      |     |      |      |       | 3  |      |      | 4                |     |      | 5  |      |     |      |      |      |       | 6   |       |       |     |
|--------------|-------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|--|------|-----|------|------|------|-------|---|-------|-------|-----|
| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |     |
|              | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF  | BF   | WM   | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF    | BF    |     |
| E1A          | #                             | 14   | 13   |     | 6    | 21   | 1     | 55   | 17.1 | 16.6 | 11.4             | NO  | 5.7  | NO   | 1    | 4   |      | 1    | 2    | 1     | 9   | YES   | 65.7% | YES |
|              | %                             | 25.5 | 23.6 |     | 10.9 | 38.2 | 1.8   | 100  |      |      |                  |     |      | 11.1                                       | 44.4 | 0.0 | 11.1 | 22.2 | 11.1 | 100   |   |       |       |     |
| E1B          | #                             | 73   | 39   | 3   | 43   | 55   | 1     | 214  | 17.5 | 17.7 | 13.4             | NO  | NO   | NO   | 15   | 8   | 1    | 12   | 14   |       | 50  | YES   | YES   | YES |
|              | %                             | 34.1 | 18.2 | 1.4 | 20.1 | 25.7 | 0.5   | 100  |      |      |                  |     |      | 30.0                                       | 16.0 | 2.0 | 24.0 | 28.0 | 0.0  | 100   | YES   | YES   | YES   |     |
| E2A          | #                             | 67   | 21   | 1   | 91   | 58   | 3     | 241  | 6.5  | 35.9 | 14.1             | NO  | NO   | NO   | 8    | 3   |      | 23   | 14   |       | 48  | YES   | YES   | YES |
|              | %                             | 27.8 | 8.7  | 0.4 | 37.8 | 24.1 | 1.2   | 100  |      |      |                  |     |      | 16.7                                       | 6.3  | 0.0 | 47.9 | 29.2 | 0.0  | 100   | YES   | YES   | YES   |     |
| E2B          | #                             | 102  | 63   | 5   | 146  | 207  | 6     | 529  | 8.1  | 34.4 | 17.0             | NO  | 6.8  | NO   | 20   | 12  | 1    | 36   | 48   | 1     | 118   | YES   | 80.2% | YES |
|              | %                             | 19.3 | 11.9 | 0.9 | 27.6 | 39.1 | 1.1   | 100  |      |      |                  |     |      | 16.9                                       | 10.2 | 0.8 | 30.5 | 40.7 | 0.8  | 100   | YES   |       |       |     |
| E2C          | #                             | 20   | 26   | 1   | 27   | 102  | 5     | 181  | 5.4  | 41.1 | 23.9             | NO  | 26.2 | NO   | 2    | 14  | 1    | 12   | 45   |       | 74  | YES   | 36.3% | YES |
|              | %                             | 11   | 14.4 | 0.6 | 14.9 | 56.4 | 2.8   | 100  |      |      |                  |     |      | 2.7  | 18.9 | 1.4 | 16.2 | 60.8 | 0.0  | 100   | YES   |       |       |     |
| E3A          | #                             | 18   | 5    | 1   | 40   | 26   | 3     | 93   | 5.8  | 33.1 | 21.6             | 0.4 | NO   | NO   | 4    | 1   |      | 11   | 8    |       | 24  | 93.1% | YES   | YES |
|              | %                             | 19.4 | 5.4  | 1.1 | 43   | 28   | 3.2   | 100  |      |      |                  |     |      | 16.7                                       | 4.2  | 0.0 | 45.8 | 33.3 | 0.0  | 100   |   |       |       |     |
| E3B          | #                             | 1    | 1    |     | 10   | 12   |       | 24   | 4.7  | 39.5 | 21.8             | 0.5 | NO   | NO   | 1    |     |      | 2    | 4    |       | 7   | 89.4% | YES   | YES |
|              | %                             | 4.2  | 4.2  |     | 41.7 | 50   |       | 100  |      |      |                  |     |      | 14.3                                       | 0.0  | 0.0 | 28.6 | 57.1 | 0.0  | 100   | YES   | YES   | YES   |     |
| E4A          | #                             | 124  | 192  | 10  | 40   | 251  | 2     | 619  | 25.7 | 7.9  | 16.9             | NO  | 1.4  | NO   | 34   | 58  | 2    | 18   | 72   | 2     | 186   | YES   | 82.3% | YES |
|              | %                             | 20   | 31   | 1.6 | 6.5  | 40.5 | 0.3   | 100  |      |      |                  |     |      | 18.3                                       | 31.2 | 1.1 | 9.7  | 38.7 | 1.1  | 100   | YES   |       |       |     |
| E4B          | #                             | 144  | 172  | 8   | 59   | 266  | 3     | 652  | 26.5 | 7.9  | 17.3             | 0.1 | NO   | NO   | 51   | 42  | 10   | 17   | 77   | 4     | 201   | 99.6% | YES   | YES |
|              | %                             | 22.1 | 26.4 | 1.2 | 9    | 40.8 | 0.5   | 100  |      |      |                  |     |      | 25.4                                       | 20.9 | 5.0 | 8.5  | 38.3 | 2.0  | 100   | YES   | YES   | YES   |     |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    87.8 percent  
Level of Goal Attainment for 2021:    87.9 percent  
Level of Goal Attainment for 2022:    89.2 percent

## Department of Corrections (Page 2 of 2)

Agency Director: Bryan Stirling  
EEO Officer: Renwick McNeil

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |     |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|------|-----|---|------|-----|------|------|-----|-------|--|-------|-------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF  | WM  | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF    | BF    |
| E4C               | # 174                              | 167  | 7   | 69   | 312  | 4   | 733   | 27.5  | 8.2  | 16.6 | 4.7                   | NO   | NO  | 92  | 102  | 7   | 77   | 259  | 10  | 547   | 82.9%  | YES   | YES   |
|                   | % 23.7                             | 22.8 | 1   | 9.4  | 42.6 | 0.5 | 100   |   |      |      |                       |      |     | 16.8  | 18.6 | 1.3 | 14.1 | 47.3 | 1.8 | 100   |  |       |       |
| E5A               | # 9                                | 14   |     | 65   | 96   | 7   | 191   | 5.4   | 43.3 | 21.1 | NO                    | 9.3  | NO  | 2   | 5    |     | 10   | 29   | 1   | 47    | YES  | 78.5% | YES   |
|                   | % 4.7                              | 7.3  |     | 34   | 50.3 | 3.7 | 100   |   |      |      |                       |      |     | 4.3   | 10.6 | 0.0 | 21.3 | 61.7 | 2.1 | 100   |  |       |       |
| E6A               | # 12                               | 6    |     | 26   | 49   | 3   | 96    | 3.8   | 46.5 | 21.6 | NO                    | 19.4 | NO  | 6   | 7    |     | 24   | 28   |     | 65    | YES  | 58.3% | YES   |
|                   | % 12.5                             | 6.3  |     | 27.1 | 51   | 3.1 | 100   |   |      |      |                       |      |     | 9.2   | 10.8 | 0.0 | 36.9 | 43.1 | 0.0 | 100   |  |       |       |
| E7A               | # 118                              | 27   | 1   | 3    | 1    |     | 150   | 10.1  | 4.8  | 5.0  | NO                    | 2.8  | 4.3 | 14  | 3    |     | 3    | 5    |     | 25    | YES  | 41.7% | 14.0% |
|                   | % 78.7                             | 18   | 0.7 | 2    | 0.7  |     | 100   |   |      |      |                       |      |     | 56.0  | 12.0 | 0.0 | 12.0 | 20.0 | 0.0 | 100   |  |       |       |
| E8A               | # 51                               | 27   | 4   | 13   | 31   | 1   | 127   | 8.2   | 25.9 | 13.3 | NO                    | 15.7 | NO  | 9   | 18   | 1   | 8    | 20   | 1   | 57    | YES  | 39.4% | YES   |
|                   | % 40.2                             | 21.3 | 3.1 | 10.2 | 24.4 | 0.8 | 100   |   |      |      |                       |      |     | 15.8  | 31.6 | 1.8 | 14.0 | 35.1 | 1.8 | 100   |  |       |       |
| E8B               | # 6                                | 11   |     | 6    | 27   |     | 50    | 11.6  | 23.4 | 14.6 | NO                    | 11.4 | NO  | 2   | 12   |     | 1    | 24   |     | 39    | YES  | 51.3% | YES   |
|                   | % 12                               | 22   |     | 12   | 54   |     | 100   |   |      |      |                       |      |     | 5.1   | 30.8 | 0.0 | 2.6  | 61.5 | 0.0 | 100   |  |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |      |     |      |      |     |       |  |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |      |     |      |      |     |       |  |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |      |     |      |      |     |       |  |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |      |     |      |      |     |       |  |       |       |

**NOTE:**

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

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

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

Level of Goal Attainment for 2020:    87.8 percent  
Level of Goal Attainment for 2021:    87.9 percent  
Level of Goal Attainment for 2022:    89.2 percent

## Criminal Justice Academy

Agency Director: Lewis J. Swindler, Jr.  
EEO Officer: Florence McCants

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |    |    |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |       |
|-------------------|------------------------------------|------|------|------|------|------|-------|---|------|------|-----------------------|------|-----|---|----|----|----|----|----|-------|---|-------|-------|
|                   | WM                                 | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF  | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF    | BF    |
| E1                | # 6                                | 1    |      | 2    | 1    |      | 10    |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |
|                   | % 60.0                             | 10.0 |      | 20.0 | 10.0 |      | 100   | 6.4   | 30.9 | 8.1  | NO                    | 10.9 | NO  |   |    |    |    |    |    |       | YES   | 64.7% | YES   |
| E2                | # 5                                | 2    |      | 9    | 4    |      | 20    |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |
|                   | % 25.0                             | 10.0 |      | 45.0 | 20.0 |      | 100   | 11.9  | 27.8 | 17.5 | 1.9                   | NO   | NO  | 1   |    |    |    | 1  |    | 2     | 84.0%   | YES   | YES   |
| E2A               | # 5                                | 1    | 1    |      | 1    |      | 8     |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |
|                   | % 62.5                             | 12.5 | 12.5 |      | 12.5 |      | 100   | 6.1   | 30.4 | 9.3  | NO                    | 30.4 | NO  | 1   |    |    |    |    |    | 1     | YES   | 0.0%  | YES   |
| E2B               | # 26                               | 2    | 3    | 6    | 1    |      | 38    |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |
|                   | % 68.4                             | 5.3  | 7.9  | 15.8 | 2.6  |      | 100   | 6.1   | 30.4 | 9.3  | 0.8                   | 14.6 | 6.7 | 6   | 1  | 1  | 1  |    |    | 9     | 86.9%   | 52.0% | 28.0% |
| E3                | # 1                                |      |      |      |      |      | 1     |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |
|                   | % 100.0                            |      |      |      |      |      | 100   | 4.1   | 12.7 | 3.4  | 4.1                   | 12.7 | 3.4 |   |    |    |    |    |    |       | 0.0%  | 0.0%  | 0.0%  |
| E5                | #                                  |      | 1    | 11   | 2    | 2    | 16    |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |
|                   | %                                  |      | 6.3  | 68.8 | 12.5 | 12.5 | 100   | 3.2   | 51.9 | 15.6 | 3.2                   | NO   | 3.1 | 1   |    |    | 3  |    |    | 4     | 0.0%  | YES   | 80.1% |
| E7&E8             | # 11                               | 1    | 2    | 3    | 2    |      | 19    |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |
|                   | % 57.9                             | 5.3  | 10.5 | 15.8 | 10.5 |      | 100   | 11.9  | 15.0 | 10.7 | 6.6                   | NO   | 0.2 | 3   |    | 1  | 1  | 2  |    | 7     | 44.5%   | YES   | 98.1% |
|                   | #                                  |      |      |      |      |      |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |
|                   | %                                  |      |      |      |      |      |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |   |       |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    74.8 percent  
Level of Goal Attainment for 2021:    79.9 percent  
Level of Goal Attainment for 2022:    78.7 percent

## School for the Deaf and Blind

Agency Director: Jolene Madison  
EEO Officer: Monique E. Mosley

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |      |       |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |        |        | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |       |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |         |         |  |
|-------------------|------------------------------------|-----|------|-------|------|-----|-------|---|------|------|-----------------------|--------|--------|---|------|----|------|------|-------|-------|---|---------|---------|--|
|                   | WM                                 | BM  | OM   | WF    | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF     | BF     | WM  | BM   | OM | WF   | BF   | OF    | TOTAL | BM  | WF      | BF      |  |
| E1                | # 10                               | 2   |      | 11    | 2    | 1   | 26    | 4.9   | 37.4 | 8.8  | NO                    | NO     | 1.1 *  | 2   | 1    |    | 4    |      |       | 7     |   |         |         |  |
|                   | % 38.5                             | 7.7 |      | 42.3  | 7.7  | 3.8 | 100   |   |      |      |                       |        |        | 28.6  | 14.3 |    | 57.1 |      |       | 100   | YES   | YES     | 87.5% * |  |
| E2                | # 30                               | 5   |      | 77    | 24   | 3   | 139   | 4.9   | 37.4 | 8.8  | 1.3                   | NO     | NO     | 5   | 1    |    | 12   | 9    | 3     | 30    | 73.5%   | YES     | YES     |  |
|                   | % 21.6                             | 3.6 |      | 55.4  | 17.3 | 2.2 | 100   |   |      |      |                       |        |        | 16.7  | 3.3  |    | 40.0 | 30.0 | 10.0  | 100   |   |         |         |  |
| E3                | #                                  |     |      | 6     |      |     | 6     | 3.7   | 36.4 | 13.4 | 3.7 *                 | NO     | 13.4 * | 1   |      |    | 2    |      |       | 3     | 0.0% *  | YES     | 0.0% *  |  |
|                   | %                                  |     |      | 100.0 |      |     | 100   |   |      |      |                       |        |        | 33.3  |      |    | 66.7 |      |       | 100   |   |         |         |  |
| E5                | # 3                                | 1   |      | 38    | 25   | 3   | 70    | 5.5   | 44.0 | 13.2 | 4.1                   | NO     | NO     | 1   | 1    |    | 6    | 1    | 1     | 10    | 25.5%   | YES     | YES     |  |
|                   | % 4.3                              | 1.4 |      | 54.3  | 35.7 | 4.3 | 100   |   |      |      |                       |        |        | 10.0  | 10.0 |    | 60.0 | 10.0 | 10.0  | 100   |   |         |         |  |
| E6                | # 1                                |     | 1    | 1     | 1    |     | 4     | 5.7   | 43.7 | 8.9  | 5.7 *                 | 18.7 * | NO     |   |      |    |      |      | 1     | 1     | 0.0% *  | 57.2% * | YES     |  |
|                   | % 25.0                             |     | 25.0 | 25.0  | 25.0 |     | 100   |   |      |      |                       |        |        |   |      |    |      |      | 100.0 | 100   |   |         |         |  |
| E7                | # 11                               |     |      | 2     | 5    |     | 18    | 8.7   | 3.0  | 1.8  | 8.7                   | NO     | NO     | 1   |      |    |      | 1    |       | 2     | 0.0%  | YES     | YES     |  |
|                   | % 61.1                             |     |      | 11.1  | 27.8 |     | 100   |   |      |      |                       |        |        | 50.0  |      |    |      | 50.0 |       | 100   |   |         |         |  |
| E8                | # 2                                |     |      | 2     | 1    |     | 5     | 9.8   | 16.2 | 9.5  | 9.8 *                 | NO     | NO     | 1   |      |    | 2    |      | 1     | 4     | 0.0% *  | YES     | YES     |  |
|                   | % 40.0                             |     |      | 40.0  | 20.0 |     | 100   |   |      |      |                       |        |        | 25.0  |      |    | 50.0 |      | 25.0  | 100   |   |         |         |  |
|                   | #                                  |     |      |       |      |     |       |   |      |      |                       |        |        |   |      |    |      |      |       |       |   |         |         |  |
|                   | #                                  |     |      |       |      |     |       |   |      |      |                       |        |        |   |      |    |      |      |       |       |   |         |         |  |
|                   | %                                  |     |      |       |      |     |       |   |      |      |                       |        |        |   |      |    |      |      |       |       |   |         |         |  |

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

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

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

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

Level of Goal Attainment for 2020:    89.1 percent  
Level of Goal Attainment for 2021:    92.5 percent  
Level of Goal Attainment for 2022:    84.9 percent

## Department of Disabilities and Special Needs

Agency Director: Dr. Michelle Fry  
EEO Officer: Morgan Foster

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |       | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |         |
|-------------------|------------------------------------|------|------|-----|------|------|-------|---|------|------|-----------------------|-----|-------|---|------|------|------|------|------|-------|--|-------|---------|
|                   | WM                                 | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF    | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF      |
| E1                | #                                  | 17   | 4    |     | 24   | 9    | 54    |   |      |      |                       |     |       | 12  | 3    |      | 9    | 5    |      | 29    |  |       |         |
|                   | %                                  | 31.5 | 7.4  |     | 44.4 | 16.7 | 100   | 7.3   | 33.7 | 17.2 | NO                    | NO  | 0.5 * | 41.4  | 10.3 |      | 31.0 | 17.2 |      | 100   | YES  | YES   | 97.1% * |
| E2                | #                                  | 21   | 31   | 2   | 93   | 130  | 10    | 287   |      |      |                       |     |       | 7   | 24   | 1    | 26   | 59   | 5    | 122   |  |       |         |
|                   | %                                  | 7.3  | 10.8 | 0.7 | 32.4 | 45.3 | 3.5   | 100   | 6.1  | 40.1 | 22.8                  | NO  | 7.7   | NO  | 5.7  | 19.7 | 0.8  | 21.3 | 48.4 | 4.1   | 100  | YES   | 80.8%   |
| E3                | #                                  | 6    | 3    | 3   | 25   | 23   | 2     | 62  |      |      |                       |     |       | 4   | 1    | 2    | 4    | 12   | 1    | 24    |  |       |         |
|                   | %                                  | 9.7  | 4.8  | 4.8 | 40.3 | 37.1 | 3.2   | 100   | 4.5  | 41.1 | 24.1                  | NO  | 0.8 * | NO  | 16.7 | 4.2  | 8.3  | 16.7 | 50.0 | 4.2   | 100  | YES   | 98.1%   |
| E5                | #                                  | 12   | 79   |     | 52   | 431  | 7     | 581   |      |      |                       |     |       | 13  | 89   |      | 42   | 498  | 10   | 652   |  |       |         |
|                   | %                                  | 2.1  | 13.6 |     | 9.0  | 74.2 | 1.2   | 100   | 4.9  | 26.9 | 48.6                  | NO  | 17.9  | NO  | 2.0  | 13.7 |      | 6.4  | 76.4 | 1.5   | 100  | YES   | 33.5%   |
| E6                | #                                  | 1    |      |     | 9    | 31   |       | 41  |      |      |                       |     |       |   |      |      | 3    | 14   |      | 17    |  |       |         |
|                   | %                                  | 2.4  |      |     | 22.0 | 75.6 |       | 100   | 4.3  | 38.9 | 29.0                  | 4.3 | 16.9  | NO  |      |      |      | 17.6 | 82.4 |       | 100  | 0.0%  | 56.6%   |
| E7                | #                                  | 19   | 4    |     | 2    |      |       | 25  |      |      |                       |     |       | 6   | 1    | 1    | 1    |      |      | 9     |  |       |         |
|                   | %                                  | 76.0 | 16.0 |     | 8.0  |      |       | 100   | 15.1 | 3.0  | 3.6                   | NO  | NO    | 3.6 *   | 66.7 | 11.1 | 11.1 | 11.1 |      | 100   | YES  | YES   | 0.0%    |
| E8                | #                                  | 23   | 17   | 1   | 11   | 63   | 4     | 119   |      |      |                       |     |       | 10  | 9    | 2    | 12   | 40   | 5    | 78    |  |       |         |
|                   | %                                  | 19.3 | 14.3 | 0.8 | 9.2  | 52.9 | 3.4   | 100   | 23.5 | 9.6  | 10.9                  | 9.2 | 0.4 * | NO  | 12.8 | 11.5 | 2.6  | 15.4 | 51.3 | 6.4   | 100  | 60.9% | 95.8%   |
|                   | #                                  |      |      |     |      |      |       |   |      |      |                       |     |       |   |      |      |      |      |      |       |  |       |         |
|                   | %                                  |      |      |     |      |      |       |   |      |      |                       |     |       |   |      |      |      |      |      |       |  |       |         |

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

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

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

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

Level of Goal Attainment for 2020:    88.6 percent  
Level of Goal Attainment for 2021:    91.0 percent  
Level of Goal Attainment for 2022:    86.1 percent

## Department of Education

Agency Director: Molly Spearman  
EEO Officer: Lisa K. McCloud

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) | UNDERUTILIZATION |      |       | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |      |      |    |      |      | % OF Goals Met Based on Adjusted Availability |       |         |         |         |
|--------------|-------------------------------|------|------|------|------|-----|-------|--|------------------|------|-------|--|-------|------|------|----|------|------|---|-------|---------|---------|---------|
|              |                               |      |      |      |      |     |       |  |                  |      |       |  |       |      |      |    |      |      |   |       |         |         |         |
| #            | 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    |      | 14   | 7    |     | 29    | 6.7  | 29.3             | 12.7 | 3.3 * | NO   | NO    |      |      |    | 1    | 2    |   | 3     | 50.7% * | YES     | YES     |
| %            | 24.1                          | 3.4  |      | 48.3 | 24.1 |     | 100   |  |                  |      |       |  |       |      |      |    | 33.3 | 66.7 |   | 100   |         |         |         |
| E2A          | 63                            | 15   | 3    | 145  | 73   | 11  | 310   | 7.2  | 33.2             | 16.9 | 2.4   | NO   | NO    | 18   | 4    |    | 28   | 21   | 4   | 75    | 66.7%   | YES     | YES     |
| %            | 20.3                          | 4.8  | 1.0  | 46.8 | 23.5 | 3.5 | 100   |  |                  |      |       |  |       | 24.0 | 5.3  |    | 37.3 | 28.0 | 5.3   | 100   |         |         |         |
| E2B          | 38                            | 9    | 1    | 24   | 20   | 4   | 96    | 7.5  | 24.2             | 12.2 | NO    | NO   | NO    | 2    | 3    |    | 1    | 2    | 1   | 9     | YES     | YES     | YES     |
| %            | 39.6                          | 9.4  | 1.0  | 25.0 | 20.8 | 4.2 | 100   |  |                  |      |       |  |       | 22.2 | 33.3 |    | 11.1 | 22.2 | 11.1  | 100   |         |         |         |
| E2C          | 11                            | 6    | 1    | 31   | 25   | 1   | 75    | 5.3  | 37.9             | 18.4 | NO    | NO   | NO    |      |      |    |      |      |   |       | YES     | YES     | YES     |
| %            | 14.7                          | 8.0  | 1.3  | 41.3 | 33.3 | 1.3 | 100   |  |                  |      |       |  |       |      |      |    |      |      |   |       |         |         |         |
| E3           | 9                             | 4    | 3    | 2    | 1    | 1   | 20    | 12.6   | 13.1             | 8.0  | NO    | 3.1 *                                      | 3.0 * | 2    | 3    |    | 1    | 2    | 1   | 9     | YES     | 76.3% * | 62.5% * |
| %            | 45.0                          | 20.0 | 15.0 | 10.0 | 5.0  | 5.0 | 100   |  |                  |      |       |  |       | 22.2 | 33.3 |    | 11.1 | 22.2 | 11.1  | 100   |         |         |         |
| E5 and E6    | 2                             | 1    |      | 15   | 20   | 3   | 41    | 3.2  | 53.0             | 19.9 | 0.8 * | 16.4                                       | NO    |      |      |    | 2    | 8    |   | 10    | 75.0% * | 69.1%   | YES     |
| %            | 4.9                           | 2.4  |      | 36.6 | 48.8 | 7.3 | 100   |  |                  |      |       |  |       |      |      |    | 20.0 | 80.0 |   | 100   |         |         |         |
| E7           | 237                           | 60   | 7    | 24   | 4    |     | 332   | 18.3   | 4.0              | 2.5  | 0.2 * | NO   | 1.3   | 38   | 14   |    | 2    | 2    |   | 56    | 98.9% * | YES     | 48.0%   |
| %            | 71.4                          | 18.1 | 2.1  | 7.2  | 1.2  |     | 100   |  |                  |      |       |  |       | 67.9 | 25.0 |    | 3.6  | 3.6  |   | 100   |         |         |         |
| #            |                               |      |      |      |      |     |       |  |                  |      |       |  |       |      |      |    |      |      |   |       |         |         |         |
| %            |                               |      |      |      |      |     |       |  |                  |      |       |  |       |      |      |    |      |      |   |       |         |         |         |

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

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

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

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

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

Level of Goal Attainment for 2020:    89.9 percent  
Level of Goal Attainment for 2021:    92.2 percent  
Level of Goal Attainment for 2022:    88.0 percent

## South Carolina Education Lottery

Agency Director: Wm. Hogan Brown

EEO Officer: Claire Jones

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) | 4<br>UNDERUTILIZATION |      |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |       |      |    |      |      | 6<br>% OF Goals Met Based on Adjusted Availability |       |      |       |     |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|-----------------------|------|-----|---|----|-------|------|----|------|------|--|-------|------|-------|-----|
|                   | 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   | 7    | 2    |     | 17    | 4.8   | 29.2                  | 5.5  | NO  | NO  | NO |       |      |    |      |      |  |       | YES  | YES   | YES |
|                   | % 35.3                             | 5.9  | 5.9 | 41.2 | 11.8 |     | 100   |   |                       |      |     |   |    |       |      |    |      |      |  |       |      |       |     |
| E2                | # 18                               | 10   | 1   | 21   | 8    | 4   | 62    | 5.0   | 30.5                  | 9.3  | NO  | NO  | NO | 4     | 1    |    | 2    | 1    | 2  | 10    | YES  | YES   | YES |
|                   | % 29.0                             | 16.1 | 1.6 | 33.9 | 12.9 | 6.5 | 100   |   |                       |      |     |   |    | 40.0  | 10.0 |    | 20.0 | 10.0 | 20.0   | 100   |      |       |     |
| E3                | # 7                                | 2    | 1   | 1    | 4    |     | 15    | 9.1   | 20.0                  | 7.9  | NO  | 13.3  | NO | 1     |      |    | 1    |      |  | 2     | YES  | 33.5% | YES |
|                   | % 46.7                             | 13.3 | 6.7 | 6.7  | 26.7 |     | 100   |   |                       |      |     |   |    | 50.0  |      |    | 50.0 |      |  | 100   |      |       |     |
| E5                | #                                  |      |     | 4    | 6    |     | 10    | 5.6   | 40.6                  | 11.8 | 5.6 | 0.6   | NO |       |      |    | 1    | 4    |  | 5     | 0.0% | 98.5% | YES |
|                   | %                                  |      |     | 40.0 | 60.0 |     | 100   |   |                       |      |     |   |    |       |      |    | 20.0 | 80.0 |  | 100   |      |       |     |
| E6                | # 1                                |      |     | 2    | 1    |     | 4     | 3.7   | 44.0                  | 18.3 | 3.7 | NO  | NO | 1     |      |    |      |      |  | 1     | 0.0% | YES   | YES |
|                   | % 25.0                             |      |     | 50.0 | 25.0 |     | 100   |   |                       |      |     |   |    | 100.0 |      |    |      |      |  | 100   |      |       |     |
|                   | #                                  |      |     |      |      |     |       |   |                       |      |     |   |    |       |      |    |      |      |  |       |      |       |     |
|                   | %                                  |      |     |      |      |     |       |   |                       |      |     |   |    |       |      |    |      |      |  |       |      |       |     |
|                   | #                                  |      |     |      |      |     |       |   |                       |      |     |   |    |       |      |    |      |      |  |       |      |       |     |
|                   | %                                  |      |     |      |      |     |       |   |                       |      |     |   |    |       |      |    |      |      |  |       |      |       |     |
|                   | #                                  |      |     |      |      |     |       |   |                       |      |     |   |    |       |      |    |      |      |  |       |      |       |     |
|                   | %                                  |      |     |      |      |     |       |   |                       |      |     |   |    |       |      |    |      |      |  |       |      |       |     |

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

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

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

Level of Goal Attainment for 2020:    91.7 percent  
 Level of Goal Attainment for 2021:    88.7 percent  
 Level of Goal Attainment for 2022:    94.8 percent

## Educational Television

Agency Director: Anthony Padget  
EEO Officer: Thom Mayer

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |       |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |        | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |       |    |       | 6<br>% OF Goals Met Based on Adjusted Availability |        |        |
|-------------------|------------------------------------|------|-----|-------|------|-----|-------|---|------|------|-----------------------|------|--------|---|------|----|------|-------|----|-------|--|--------|--------|
|                   | WM                                 | BM   | OM  | WF    | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF     | WM  | BM   | OM | WF   | BF    | OF | TOTAL | BM   | WF     | BF     |
| E1                | # 7                                | 3    |     | 2     | 3    |     | 15    | 4.7   | 20.5 | 6.8  | NO                    | 7.2  | NO     |   | 1    |    |      | 2     |    | 3     | YES  | 64.9%  | YES    |
|                   | % 46.7                             | 20.0 |     | 13.3  | 20.0 |     | 100.0 |   |      |      |                       |      |        | 33.3  |      |    |      | 66.7  |    | 100   |  |        |        |
| E2A               | # 16                               | 4    | 1   | 10    | 4    |     | 35    | 17.9  | 14.2 | 4.6  | 6.5                   | NO   | NO     | 2   |      |    | 2    | 1     |    | 5     | 63.7%  | YES    | YES    |
|                   | % 45.7                             | 11.4 | 2.9 | 28.6  | 11.4 |     | 100.0 |   |      |      |                       |      |        | 40.0  |      |    | 40.0 | 20.0  |    | 100   |  |        |        |
| E2B               | # 7                                | 2    |     | 10    | 8    | 1   | 28    | 9.9   | 28.9 | 9.1  | 2.8 *                 | NO   | NO     | 1   | 2    |    | 1    | 2     |    | 6     | 71.7% *  | YES    | YES    |
|                   | % 25.0                             | 7.1  |     | 35.7  | 28.6 | 3.6 | 100.0 |   |      |      |                       |      |        | 16.7  | 33.3 |    | 16.7 | 33.3  |    | 100   |  |        |        |
| E2C               | # 6                                | 1    | 1   |       | 3    |     | 11    | 9.9   | 22.9 | 4.3  | 0.8                   | 22.9 | NO     |   |      |    |      | 1     |    | 1     | 91.9% *  | 0.0%   | YES    |
|                   | % 54.5                             | 9.1  | 9.1 |       | 27.3 |     | 100.0 |   |      |      |                       |      |        |   |      |    |      | 100.0 |    | 100   |  |        |        |
| E3                | # 14                               | 3    | 1   | 1     | 2    |     | 21    | 27.4  | 1.1  | 0.5  |                       |      |        | 1   | 2    |    |      |       |    | 3     | 52.2%  | YES    | YES    |
|                   | % 66.7                             | 14.3 | 4.8 | 4.8   | 9.5  |     | 100.1 |   |      |      | 13.1                  | NO   | NO     | 33.3  | 66.7 |    |      |       |    | 100   |  |        |        |
| E5 & E6           | #                                  |      |     | 3     |      |     | 3     | 2.1   | 63.8 | 16.7 | 2.1 *                 | NO   | 16.7 * |   |      |    |      |       |    |       | 0.0% *   | YES    | 0.0% * |
|                   | %                                  |      |     | 100.0 |      |     | 100.0 |   |      |      |                       |      |        |   |      |    |      |       |    |       |  |        |        |
| E7                | # 5                                |      |     |       |      |     | 5     | 18.8  | 2.9  | 1.0  | 18.8 *                |      | 1.0 *  |   |      |    |      |       |    |       | 0.0% *   | 0.0% * | 0.0% * |
|                   | % 100.0                            |      |     |       |      |     | 100.0 |   |      |      |                       |      |        |   |      |    |      |       |    |       |  |        |        |

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

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

Level of Goal Attainment for 2020:    92.2 percent  
Level of Goal Attainment for 2021:    91.8 percent  
Level of Goal Attainment for 2022:    84.0 percent

## State Election Commission

Agency Director: Howard Knapp  
EEO Officer: Barbara Pittelli

| EEO CATEGORY   | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) | UNDERUTILIZATION |      |    | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |      |      |    |      |      | % OF Goals Met Based on Adjusted Availability |       |     |      |     |
|----------------|-------------------------------|------|-----|------|------|----|-------|--|------------------|------|----|--|----|------|------|----|------|------|---|-------|-----|------|-----|
|                |                               |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | WM                            | BM   | OM  | WF   | BF   | OF | TOTAL | BM   | WF               | BF   | BM | WF   | BF | WM   | BM   | OM | WF   | BF   | OF  | TOTAL | BM  | WF   | BF  |
| E1 and E2      | # 9                           | 2    | 1   | 6    | 3    |    | 21    | 7.6  | 25.1             | 11.8 | NO | NO   | NO | 3    | 1    |    | 4    | 1    |   | 9     | YES | YES  | YES |
|                | % 42.9                        | 9.5  | 4.8 | 28.6 | 14.3 |    | 100   |  |                  |      |    |  |    | 33.3 | 11.1 |    | 44.4 | 11.1 |   | 100   |     |      |     |
| E3, E5, and E6 | # 3                           | 1    |     |      | 2    |    | 6     | 11.2   | 25.9             | 20.7 | NO | 25.9                                       | NO | 2    |      |    |      | 2    |   | 4     | YES | 0.0% | YES |
|                | % 50.0                        | 16.7 |     |      | 33.3 |    | 100   |  |                  |      |    |  |    | 50.0 |      |    |      | 50.0 |   | 100   |     |      |     |
|                | #                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | %                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | #                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | %                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | #                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | %                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | #                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | %                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | #                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |
|                | %                             |      |     |      |      |    |       |  |                  |      |    |  |    |      |      |    |      |      |   |       |     |      |     |

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

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

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

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

Level of Goal Attainment for 2020:    88.0 percent  
Level of Goal Attainment for 2021:    81.1 percent  
Level of Goal Attainment for 2022:    83.3 percent

## Department of Employment and Workforce

Agency Director: G. Daniel Ellzey  
EEO Officer: Shalish Shine

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |    |    | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |    |       |     |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|----|----|-----------------------|------|------|---|------|-----|------|------|------|-------|---|----|-------|-----|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF | BF | BM                    | WF   | BF   | WM  | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF | BF    |     |
| E1                | # 7                                |      |     |      | 1    |     | 8     |   |    |    | 6.1                   | 22.2 | 4.7  | 3   |      |     |      |      |      | 3     | 0.0%  | *  | 0.0%  | YES |
|                   | % 87.5                             |      |     |      | 12.5 |     | 100   |   |    |    | 6.1                   | 22.2 | NO   | 100.0   |      |     |      |      |      | 100   | 0.0%  | *  | 0.0%  | YES |
| E2A               | # 14                               | 8    | 3   | 32   | 75   | 9   | 141   |   |    |    | 6.4                   | 31.9 | 24.0 | 8   | 5    | 2   | 16   | 47   | 6    | 84    | 89.1%   | *  | 71.2% | YES |
|                   | % 9.9                              | 5.7  | 2.1 | 22.7 | 53.2 | 6.4 | 100   |   |    |    | 6.4                   | 31.9 | 24.0 | 9.5   | 6.0  | 2.4 | 19.0 | 56.0 | 7.1  | 100   | 89.1%   | *  | 71.2% | YES |
| E2B               | # 26                               | 27   | 1   | 37   | 65   | 4   | 160   |   |    |    | 6.0                   | 30.0 | 23.0 | 7   | 8    | 1   | 13   | 18   | 3    | 50    |   |    |       |     |
|                   | % 16.3                             | 16.9 | 0.6 | 23.1 | 40.6 | 2.5 | 100   |   |    |    | 6.0                   | 30.0 | 23.0 | 14.0  | 16.0 | 2.0 | 26.0 | 36.0 | 6.0  | 100   | YES   |    | 77.0% | YES |
| E2C               | # 41                               | 9    | 1   | 57   | 46   | 7   | 161   |   |    |    | 5.9                   | 28.9 | 19.2 | 8   | 2    |     | 11   | 13   | 2    | 36    | 94.9%   | *  | YES   | YES |
|                   | % 25.5                             | 5.6  | 0.6 | 35.4 | 28.6 | 4.3 | 100   |   |    |    | 5.9                   | 28.9 | 19.2 | 22.2  | 5.6  |     | 30.6 | 36.1 | 5.6  | 100   | 94.9%   | *  | YES   | YES |
| E2D               | # 21                               | 6    | 1   | 21   | 11   | 4   | 64    |   |    |    | 6.2                   | 26.4 | 10.4 | 6   |      |     | 9    | 2    | 2    | 19    |   |    |       |     |
|                   | % 32.8                             | 9.4  | 1.6 | 32.8 | 17.2 | 6.3 | 100   |   |    |    | 6.2                   | 26.4 | 10.4 | 31.6  |      |     | 47.4 | 10.5 | 10.5 | 100   | YES   |    | YES   | YES |
| E3                | # 6                                |      |     | 2    | 2    |     | 10    |   |    |    | 7.6                   | 14.1 | 5.9  | 6   | 2    |     | 3    | 2    |      | 13    | 0.0%  | *  | YES   | YES |
|                   | % 60.0                             |      |     | 20.0 | 20.0 |     | 100   |   |    |    | 7.6                   | 14.1 | 5.9  | 46.2  | 15.4 |     | 23.1 | 15.4 |      | 100   | 0.0%  | *  | YES   | YES |
| E6, E7 & E8       | # 8                                | 2    |     | 4    | 6    | 1   | 21    |   |    |    | 13.3                  | 18.1 | 7.7  | 1   |      |     |      |      |      | 1     | 71.4%   | *  | YES   | YES |
|                   | % 38.1                             | 9.5  |     | 19.0 | 28.6 | 4.8 | 100   |   |    |    | 13.3                  | 18.1 | 7.7  | 100.0   |      |     |      |      |      | 100   | 71.4%   | *  | YES   | YES |
|                   | #                                  |      |     |      |      |     |       |   |    |    |                       |      |      |   |      |     |      |      |      |       |   |    |       |     |
|                   | %                                  |      |     |      |      |     |       |   |    |    |                       |      |      |   |      |     |      |      |      |       |   |    |       |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    92.3 percent  
Level of Goal Attainment for 2021:    92.6 percent  
Level of Goal Attainment for 2022:    89.7 percent

## Ethics Commission

Agency Director: Meghan Walker  
EEO Officer: Ami Franklin

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |    |    |    |    |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |     | 4<br>UNDERUTILIZATION |    |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |    |    |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |     |     |
|-------------------|------------------------------------|----|----|----|----|----|-------|---|------|-----|-----------------------|----|----|---|----|----|----|----|----|-------|---|-----|-----|
|                   | WM                                 | BM | OM | WF | BF | OF | TOTAL | BM  | WF   | BF  | BM                    | WF | BF | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF  | BF  |
| E1 and E2         |                                    |    |    | 2  | 1  |    | 3     | 3.5   | 28.0 | 3.5 | 3.5 *                 | NO | NO |   |    |    |    |    |    |       | 0.0% *  | YES | YES |
| E4 and E5         | 1                                  | 1  |    | 5  | 4  |    | 11    | 4.3   | 30.2 | 5.5 | NO                    | NO | NO |   |    |    |    |    |    |       | YES   | YES | YES |
|                   |                                    |    |    |    |    |    |       |   |      |     |                       |    |    |   |    |    |    |    |    |       |   |     |     |
|                   |                                    |    |    |    |    |    |       |   |      |     |                       |    |    |   |    |    |    |    |    |       |   |     |     |
|                   |                                    |    |    |    |    |    |       |   |      |     |                       |    |    |   |    |    |    |    |    |       |   |     |     |
|                   |                                    |    |    |    |    |    |       |   |      |     |                       |    |    |   |    |    |    |    |    |       |   |     |     |
|                   |                                    |    |    |    |    |    |       |   |      |     |                       |    |    |   |    |    |    |    |    |       |   |     |     |
|                   |                                    |    |    |    |    |    |       |   |      |     |                       |    |    |   |    |    |    |    |    |       |   |     |     |
|                   |                                    |    |    |    |    |    |       |   |      |     |                       |    |    |   |    |    |    |    |    |       |   |     |     |
|                   |                                    |    |    |    |    |    |       |   |      |     |                       |    |    |   |    |    |    |    |    |       |   |     |     |

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

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

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

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

Level of Goal Attainment for 2020: -  
 Level of Goal Attainment for 2021: -  
 Level of Goal Attainment for 2022: 100.0 percent                      First Year Reporting

## Board of Financial Institutions

Agency Director: Kathy Bickham/Ronald Bodvake  
EEO Officer: Lisa O'Sullivan

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |      |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |     |
|-------------------|------------------------------------|------|-----|------|------|----|-------|---|------|------|-----------------------|-----|----|---|----|----|------|------|----|-------|---|-------|-----|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF | WM  | BM | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF  |
| E1                | # 4                                | 2    |     | 4    | 2    |    | 12    | 3.2   | 31.8 | 9.3  | NO                    | NO  | NO |   |    |    | 2    | 2    |    | 4     |   |       |     |
|                   | % 33.3                             | 16.7 |     | 33.3 | 16.7 |    | 100.0 |   |      |      |                       |     |    |   |    |    | 50.0 | 50.0 |    | 100   | YES   | YES   | YES |
| E2                | # 10                               | 5    | 1   | 9    | 6    |    | 31    | 4.3   | 38.7 | 12.7 | NO                    | 9.7 | NO | 3   |    |    | 1    | 4    |    | 8     |   |       |     |
|                   | % 32.3                             | 16.1 | 3.2 | 29.0 | 19.4 |    | 100.0 |   |      |      |                       |     |    | 37.5  |    |    | 12.5 | 50.0 |    | 100   | YES   | 74.9% | YES |
|                   | #                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | %                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | #                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | %                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | #                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | %                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | #                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | %                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | #                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |
|                   | %                                  |      |     |      |      |    |       |   |      |      |                       |     |    |   |    |    |      |      |    |       |   |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    96.8 percent  
Level of Goal Attainment for 2021:    93.0 percent  
Level of Goal Attainment for 2022:    95.8 percent

## State Fiscal Accountability Authority

Agency Director: Stephen Gillespie  
EEO Officer: Marick Walters

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |       |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |     |       | 6<br>% OF Goals Met Based on Adjusted Availability |        |      |
|-------------------|------------------------------------|------|----|------|------|-----|-------|---|------|------|-----------------------|-------|----|---|------|-----|------|------|-----|-------|--|--------|------|
|                   | WM                                 | BM   | OM | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF    | BF | WM  | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF     | BF   |
| E1                | # 3                                | 2    |    | 3    | 1    |     | 9     | 3.6   | 25.2 | 4.2  | NO                    | NO    | NO |   |      |     |      |      |     |       | YES  | YES    | YES  |
|                   | % 33.3                             | 22.2 |    | 33.3 | 11.1 |     | 100   |   |      |      |                       |       |    |   |      |     |      |      |     |       |  |        |      |
| E2                | # 34                               | 6    |    | 30   | 20   | 4   | 94    | 4.7   | 31.6 | 11.7 | NO                    | NO    | NO | 1   | 4    | 1   | 4    | 9    | 2   | 21    | YES  | YES    | YES  |
|                   | % 36.2                             | 6.4  |    | 31.9 | 21.3 | 4.3 | 100   |   |      |      |                       |       |    | 4.8   | 19.0 | 4.8 | 19.0 | 42.9 | 9.5 | 100   |  |        |      |
| E5                | #                                  |      |    | 2    | 2    |     | 4     | 2.8   | 57.6 | 18.6 | 2.8*                  | 7.6*  | NO |   |      |     | 1    | 2    |     | 3     | 0.0%*  | 86.8%* | YES* |
|                   | %                                  |      |    | 50.0 | 50.0 |     | 100   |   |      |      |                       |       |    |   |      |     | 33.3 | 66.7 |     | 100   |  |        |      |
| E6                | #                                  |      |    | 1    | 2    |     | 3     | 3.0   | 59.1 | 20.3 | 3.0*                  | 25.8* | NO |   |      |     |      | 1    |     | 1     | 0.0%*  | 56.3%* | YES* |
|                   | %                                  |      |    | 33.3 | 66.7 |     | 100   |   |      |      |                       |       |    |   |      |     |      | 100  | 0   | 100   |  |        |      |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |       |    |   |      |     |      |      |     |       |  |        |      |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |       |    |   |      |     |      |      |     |       |  |        |      |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |       |    |   |      |     |      |      |     |       |  |        |      |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |       |    |   |      |     |      |      |     |       |  |        |      |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |       |    |   |      |     |      |      |     |       |  |        |      |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |       |    |   |      |     |      |      |     |       |  |        |      |

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

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

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

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

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

Level of Goal Attainment for 2020:    95.2 percent  
Level of Goal Attainment for 2021:    93.9 percent  
Level of Goal Attainment for 2022:    94.3 percent

## Forestry Commission

Agency Director: Scott L. Phillips

EEO Officer: Erica Brazile

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |    |      |      |       | Adjusted Availability% (Qualified Labor Pool) |    |    | UNDERUTILIZATION |      |      | H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |      |     |       | % OF Goals Met Based on Adjusted Availability |       |     |
|--------------|-------------------------------|------|------|----|------|------|-------|---|----|----|------------------|------|------|--|----|----|------|------|-----|-------|---|-------|-----|
|              | WM                            | BM   | OM   | WF | BF   | OF   | TOTAL | BM  | WF | BF | BM               | WF   | BF   | WM   | BM | OM | WF   | BF   | OF  | TOTAL | BM  | WF    | BF  |
| E1           | #                             | 8    |      |    | 1    | 1    | 10    |   |    |    | 3.1              | 17.9 | 3.8  | 1  |    |    |      | 1    |     | 2     | 0.0%  | 55.9% | YES |
|              | %                             | 80.0 |      |    | 10.0 | 10.0 | 100   |   |    |    | 3.1              | 7.9  | NO   | 50.0                                       |    |    |      | 50.0 |     | 100   |   |       |     |
| E2A & E2B    | #                             | 78   |      |    | 20   | 3    | 103   |   |    |    | 3.3              | 13.7 | 5.3  | 4  |    |    | 3    |      | 7   | 0.0%  | YES   | 54.7% |     |
|              | %                             | 75.7 |      |    | 19.4 | 2.9  | 100   |   |    |    | 3.3              | NO   | 2.4  | 57.1                                       |    |    | 42.9 |      | 100 |       |   |       |     |
| E3           | #                             | 10   | 1    |    | 9    |      | 20    |   |    |    | 13.7             | 14.2 | 11.3 | 1  |    |    |      |      | 1   | 36.5% | YES   | 0.0%  |     |
|              | %                             | 50.0 | 5.0  |    | 45.0 |      | 100   |   |    |    | 8.7              | NO   | 11.3 | 100.0                                      |    |    |      |      | 100 |       |   |       |     |
| E4           | #                             | 144  | 5    |    | 4    |      | 153   |   |    |    | 9.0              | 5.7  | 0.4  | 12   |    |    | 3    |      | 15  | 36.7% | 45.6%   | 0.0%  |     |
|              | %                             | 94.1 | 3.3  |    | 2.6  |      | 100   |   |    |    | 5.7              | 3.1  | 0.4  | 80.0                                       |    |    | 20.0 |      | 100 |       |   |       |     |
| E5           | #                             |      |      |    | 7    | 1    | 8     |   |    |    | 1.2              | 62.9 | 15.8 |  |    |    |      |      |     | 0.0%  | YES   | 79.1% |     |
|              | %                             |      |      |    | 87.5 | 12.5 | 100   |   |    |    | 1.2              | NO   | 3.3  |  |    |    |      |      |     | 100   |   |       |     |
| E6           | #                             | 2    |      |    | 14   | 3    | 19    |   |    |    | 11.6             | 30.0 | 17.5 |  |    |    | 6    | 1    | 7   | 0.0%  | YES   | 90.3% |     |
|              | %                             | 10.5 |      |    | 73.7 | 15.8 | 100   |   |    |    | 11.6             | NO   | 1.7  |  |    |    | 85.7 | 14.3 | 100 |       |   |       |     |
| E7           | #                             | 6    | 2    |    |      |      | 8     |   |    |    | 13.1             | 1.0  | 0.2  | 1  |    |    |      |      | 1   | YES   | 0.0%  | 0.0%  |     |
|              | %                             | 75.0 | 25.0 |    |      |      | 100   |   |    |    | NO               | 1.0  | 0.2  | 100.0                                      |    |    |      |      | 100 |       |   |       |     |
| E8           | #                             | 2    | 2    |    |      |      | 4     |   |    |    | 13.7             | 3.5  | 1.1  | 2  |    |    |      |      | 2   | YES   | 0.0%  | 0.0%  |     |
|              | %                             | 50.0 | 50.0 |    |      |      | 100   |   |    |    | NO               | 3.5  | 1.1  | 100.0                                      |    |    |      |      | 100 |       |   |       |     |
|              | #                             |      |      |    |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |     |       |   |       |     |
|              | %                             |      |      |    |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |     |       |   |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    71.9 percent  
 Level of Goal Attainment for 2021:    77.9 percent  
 Level of Goal Attainment for 2022:    64.6 percent

## Francis Marion University

President: Luther F. Carter

EEO Officer: LaTasha Brand

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |      |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|------------------------------------|------|------|-----|------|------|-------|---|------|------|-----------------------|-----|-----|---|-------|------|------|------|------|-------|--|-------|-------|
|                   | WM                                 | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF  | WM  | BM    | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF    |
| C1 & E1           | #                                  | 13   | 1    |     | 13   |      | 27    |   |      |      |                       |     |     | 2   | 1     |      | 4    |      |      | 7     |  |       |       |
|                   | %                                  | 48.1 | 3.7  |     | 48.1 |      | 100   | 3.7   | 23.1 | 3.9  | 0.0                   | NO  | 3.9 | 28.6  | 14.3  |      | 57.1 |      |      | 100   | YES  | YES   | 0.0%  |
| C2 & C3           | #                                  | 46   | 1    | 3   | 30   | 2    | 3     | 85  | 5.5  | 34.6 | 10.3                  | 4.3 | NO  | 7.9   | 3     |      | 1    | 3    |      | 7     |  |       |       |
|                   | %                                  | 54.1 | 1.2  | 3.5 | 35.3 | 2.4  | 3.5   | 100   | 5.5  | 34.6 | 10.3                  | 4.3 | NO  | 7.9   | 42.9  |      | 14.3 | 42.9 |      | 100   | 21.8%  | YES   | 23.3% |
| C4 & C5           | #                                  | 41   | 5    | 7   | 53   | 13   | 6     | 125   | 2.5  | 35.9 | 3.8                   | NO  | NO  | NO  | 8     | 1    | 3    | 11   | 4    | 1     | 28   |       |       |
|                   | %                                  | 32.8 | 4.0  | 5.6 | 42.4 | 10.4 | 4.8   | 100   | 2.5  | 35.9 | 3.8                   | NO  | NO  | NO  | 28.6  | 3.6  | 10.7 | 39.3 | 14.3 | 3.6   | 100  | YES   | YES   |
| C6, C7, C8, & C9  | #                                  | 14   | 1    | 1   | 17   | 4    | 2     | 39  | 3.4  | 33.3 | 4.7                   | 0.8 | NO  | NO  | 2     |      |      |      | 3    |       | 5  |       |       |
|                   | %                                  | 35.9 | 2.6  | 2.6 | 43.6 | 10.3 | 5.1   | 100   | 3.4  | 33.3 | 4.7                   | 0.8 | NO  | NO  | 40.0  |      |      |      | 60.0 |       | 100  | 76.5% | YES   |
| E2                | #                                  | 14   | 7    | 2   | 39   | 9    | 1     | 72  | 4.9  | 30.2 | 9.6                   | NO  | NO  | NO  | 2     |      |      | 19   | 4    |       | 25   |       |       |
|                   | %                                  | 19.4 | 9.7  | 2.8 | 54.2 | 12.5 | 1.4   | 100   | 4.9  | 30.2 | 9.6                   | NO  | NO  | NO  | 8.0   |      |      | 76.0 | 16.0 |       | 100  | YES   | YES   |
| E3                | #                                  | 6    | 2    | 1   | 3    |      |       | 12  | 7.7  | 22.0 | 14.3                  | NO  | NO  | 14.3  | 1     |      |      |      |      |       | 1  |       |       |
|                   | %                                  | 50.0 | 16.7 | 8.3 | 25.0 |      |       | 100   | 7.7  | 22.0 | 14.3                  | NO  | NO  | 14.3  | 100.0 |      |      |      |      |       | 100  | YES   | YES   |
| E4 & E7           | #                                  | 20   | 3    | 2   | 1    |      |       | 26  | 14.9 | 3.5  | 2.7                   | 3.4 | NO  | 2.7   | 5     |      |      |      | 1    |       | 6  |       |       |
|                   | %                                  | 76.9 | 11.5 | 7.7 | 3.8  |      |       | 100   | 14.9 | 3.5  | 2.7                   | 3.4 | NO  | 2.7   | 83.3  |      |      |      | 16.7 |       | 100  | 77.2% | YES   |
| E5 & E6           | #                                  | 4    |      |     | 25   | 11   |       | 40  | 3.6  | 53.3 | 22.8                  | 3.6 | NO  | NO  | 1     |      |      | 6    | 4    |       | 11   |       |       |
|                   | %                                  | 10.0 |      |     | 62.5 | 27.5 |       | 100   | 3.6  | 53.3 | 22.8                  | 3.6 | NO  | NO  | 9.1   |      |      | 54.5 | 36.4 |       | 100  | 0.0%  | YES   |
| E8                | #                                  | 11   | 19   |     | 3    | 19   |       | 52  | 18.3 | 14.1 | 21.8                  | NO  | 8.3 | NO  | 5     | 6    |      | 1    | 6    |       | 18   |       |       |
|                   | %                                  | 21.2 | 36.5 |     | 5.8  | 36.5 |       | 100   | 18.3 | 14.1 | 21.8                  | NO  | 8.3 | NO  | 27.8  | 33.3 |      | 5.6  | 33.3 |       | 100  | YES   | 41.1% |

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

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

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

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

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

Level of Goal Attainment for 2020:    68.3 percent

Level of Goal Attainment for 2021:    80.5 percent

Level of Goal Attainment for 2022:    78.5 percent

## Governor's School for Agriculture at John de la Howe School

Agency Director: Timothy Keown  
EEO Officer: Christa Wiebelt

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |     |       |      |   |
|-------------------|------------------------------------|------|------|------|------|------|-------|---|------|------|-----------------------|-----|------|---|------|----|------|------|----|-------|---|-----|-------|------|---|
|                   | WM                                 | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF   | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF  | BF    |      |   |
| E1                | #                                  | 1    |      | 1    |      |      | 2     |   |      |      |                       |     |      |   |      |    |      |      |    |       |   |     |       |      |   |
|                   | %                                  | 50.0 |      | 50.0 |      |      | 100   | 5.4   | 37.7 | 11.3 | NO                    | NO  | 11.3 |   |      |    |      |      |    |       | YES   | YES | 0.0%  | *    |   |
| E2                | #                                  | 6    | 3    |      | 13   | 3    | 25    |   |      |      |                       |     |      | 1   | 1    |    | 6    | 1    |    | 9     | YES   | YES | 78.4% | *    |   |
|                   | %                                  | 24.0 | 12.0 |      | 52.0 | 12.0 | 100   | 6.8   | 42.6 | 15.3 | NO                    | NO  | 3.3  | 11.1  | 11.1 |    | 66.7 | 11.1 |    | 100   |   |     |       |      |   |
| E5                | #                                  | 1    |      |      | 2    |      | 3     |   |      |      |                       |     |      | 1   |      |    |      |      |    | 1     | 0.0%  | *   | YES   | 0.0% | * |
|                   | %                                  | 33.3 |      |      | 66.7 |      | 100   | 2.1   | 59.8 | 18.4 | 2.1                   | NO  | 18.4 | 100.0   |      |    |      |      |    | 100   |   | YES |       |      |   |
| E7 and E8         | #                                  | 11   | 4    |      | 9    | 2    | 1     | 27  |      |      |                       |     |      | 5   |      |    | 4    | 1    |    | 10    | 89.2%   | YES | 93.7% | *    |   |
|                   | %                                  | 40.7 | 14.8 |      | 33.3 | 7.4  | 3.7   | 100   | 16.6 | 13.2 | 7.9                   | 1.8 | NO   | 50.0  |      |    | 40.0 | 10.0 |    | 100   |   |     |       |      |   |
|                   | #                                  |      |      |      |      |      |       |   |      |      |                       |     |      |   |      |    |      |      |    |       |   |     |       |      |   |
|                   | %                                  |      |      |      |      |      |       |   |      |      |                       |     |      |   |      |    |      |      |    |       |   |     |       |      |   |
|                   | #                                  |      |      |      |      |      |       |   |      |      |                       |     |      |   |      |    |      |      |    |       |   |     |       |      |   |
|                   | %                                  |      |      |      |      |      |       |   |      |      |                       |     |      |   |      |    |      |      |    |       |   |     |       |      |   |
|                   | #                                  |      |      |      |      |      |       |   |      |      |                       |     |      |   |      |    |      |      |    |       |   |     |       |      |   |
|                   | %                                  |      |      |      |      |      |       |   |      |      |                       |     |      |   |      |    |      |      |    |       |   |     |       |      |   |

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

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

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

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

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

Level of Goal Attainment for 2020:    89.2 percent  
Level of Goal Attainment for 2021:    94.3 percent  
Level of Goal Attainment for 2022:    95.7 percent

## Governor's School for Arts & Humanities

Agency Director: Cedric Adderley  
EEO Officer: LaTomya Doctor

| EEO CATEGORY      | ACTUAL WORKFORCE ON 9/30/2022 |   |   |    |    |   |    | Adjusted Availability%<br>(Qualified Labor Pool) | UNDERUTILIZATION |  |     | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |    |  |  | % OF Goals Met Based on Adjusted Availability |  |  |    |    |    |    |    |       |       |     |
|-------------------|-------------------------------|---|---|----|----|---|----|--|------------------|--|-----|--|------|-----|------|----|--|--|---|--|--|----|----|----|----|----|-------|-------|-----|
|                   |                               |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  | WM | BM | OM | WF | BF | OF    | TOTAL | BM  |
| E1                | # 6                           |   |   |    | 2  |   | 8  |  |                  |  | 4.4 | 35.0                                       | 7.7  | 4.4 | 35.0 | NO |  |  |   |  |  |    |    |    |    |    | 0.0%  | 0.0%  | YES |
| E2                | # 28                          | 2 | 3 | 36 | 11 | 2 | 82 |  |                  |  | 6.4 | 43.5                                       | 10.2 | 4.0 | NO   | NO |  |  |   |  |  |    |    |    |    |    | 37.5% | YES   | YES |
| E3,E4,E5,E6,E7&E8 | # 5                           | 3 |   | 4  | 3  |   | 15 |  |                  |  | 7.7 | 31.8                                       | 7.9  | NO  | 5.1  | NO |  |  |   |  |  |    |    |    |    |    | YES   | 84.0% | YES |
|                   | #                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | %                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | #                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | %                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | #                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | %                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | #                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | %                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | #                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |
|                   | %                             |   |   |    |    |   |    |  |                  |  |     |  |      |     |      |    |  |  |   |  |  |    |    |    |    |    |       |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    82.8 percent  
 Level of Goal Attainment for 2021:    84.6 percent  
 Level of Goal Attainment for 2022:    77.7 percent

## Governor's School for Science & Mathematics

Agency Director: Daniel Dorsel  
EEO Officer: Brock Heron

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |    |    |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |      |      |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|-----|-----|---|----|----|----|----|----|-------|---|------|------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF  | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF   | BF   |
| E1&E2             | # 34                               | 2    | 3   | 36   | 13   | 2   | 90    | 5.2   | 39.1 | 11.8 | 3.0                   | NO  | NO  |   |    |    |    |    |    |       | 42.3%   | YES  | YES  |
|                   | % 37.8                             | 2.2  | 3.3 | 40.0 | 14.4 | 2.2 | 100   |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
| E3,E4, and E5     | # 4                                | 2    |     | 4    | 3    |     | 13    | 9.2   | 24.7 | 15.5 | NO                    | NO  | NO  |   |    |    |    |    |    |       | YES   | YES  | YES  |
|                   | % 30.8                             | 15.4 |     | 30.8 | 23.1 |     | 100   |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
| E7                | # 1                                | 1    |     |      |      |     | 2     | 19.6  | 3.0  | 1.1  | NO                    | 3.0 | 1.1 |   |    |    |    |    |    |       | YES   | 0.0% | 0.0% |
|                   | % 50.0                             | 50.0 |     |      |      |     | 100   |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |    |    |    |    |    |       |   |      |      |

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

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

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

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

Level of Goal Attainment for 2020:    77.5 percent  
Level of Goal Attainment for 2021:    75.1 percent  
Level of Goal Attainment for 2022:    91.8 percent

## Department of Health and Environmental Control

Agency Director: Dr. Edward Simmer  
EEO Officer: Patrice Witt

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |    | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |     |      |      |     |       | % OF Goals Met Based on Adjusted Availability |       |     |
|--------------|-------------------------------|------|-----|------|------|-----|-------|---|------|------|------------------|------|----|--|-------|-----|------|------|-----|-------|---|-------|-----|
|              |                               |      |     |      |      |     |       |   |      |      |                  |      |    |  |       |     |      |      |     |       |   |       |     |
|              | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM               | WF   | BF | WM   | BM    | OM  | WF   | BF   | OF  | TOTAL | BM  | WF    | BF  |
| E1           | # 2                           | 3    |     | 5    | 1    |     | 11    |   |      |      |                  |      |    |  | 1     |     |      |      |     | 1     |   |       |     |
|              | % 18.2                        | 27.3 |     | 45.5 | 9.1  |     | 100   | 5.3   | 25.5 | 6.8  | NO               | NO   | NO |  | 100.0 |     |      |      |     | 100   | YES   | YES   | YES |
| E2A          | # 24                          | 9    | 2   | 308  | 153  | 14  | 510   |   |      |      |                  |      |    | 3  | 2     |     | 55   | 37   | 4   | 101   |   |       |     |
|              | % 4.7                         | 1.8  | 0.4 | 60.4 | 30.0 | 2.7 | 100   | 2.0   | 56.7 | 17.2 | 0.2              | NO   | NO |  |       |     | 54.5 | 36.6 | 4.0 | 100   | 90.0%   | YES   | YES |
| E2B          | # 238                         | 55   | 12  | 364  | 272  | 28  | 969   |   |      |      |                  |      |    | 6  | 4     |     | 28   | 42   | 3   | 83    |   |       |     |
|              | % 24.6                        | 5.7  | 1.2 | 37.6 | 28.1 | 2.9 | 100   | 4.4   | 30.8 | 9.6  | NO               | NO   | NO | 7.2  | 4.8   |     | 33.7 | 50.6 | 3.6 | 100   | YES   | YES   | YES |
| E2C          | # 314                         | 29   | 16  | 284  | 56   | 17  | 716   |   |      |      |                  |      |    | 33   | 3     |     | 20   | 3    |     | 59    |   |       |     |
|              | % 43.9                        | 4.1  | 2.2 | 39.7 | 7.8  | 2.4 | 100   | 2.0   | 29.5 | 2.4  | NO               | NO   | NO | 55.9                                       | 5.1   |     | 33.9 | 5.1  |     | 100   | YES   | YES   | YES |
| E3           | # 38                          | 9    |     | 45   | 41   | 6   | 139   |   |      |      |                  |      |    | 7  | 2     | 1   | 11   | 9    | 1   | 31    |   |       |     |
|              | % 27.3                        | 6.5  |     | 32.4 | 29.5 | 4.3 | 100   | 4.1   | 36.3 | 16.3 | NO               | 3.9  | NO | 22.6                                       | 6.5   | 3.2 | 35.5 | 29.0 | 3.2 | 100   | YES   | 89.3% | YES |
| E5           | # 4                           | 11   | 3   | 102  | 122  | 10  | 252   |   |      |      |                  |      |    | 3  | 2     |     | 24   | 55   | 1   | 85    |   |       |     |
|              | % 1.6                         | 4.4  | 1.2 | 40.5 | 48.4 | 4.0 | 100   | 2.0   | 60.1 | 17.4 | NO               | 19.6 | NO | 3.5  | 2.4   |     | 28.2 | 64.7 | 1.2 | 100   | YES   | 67.4% | YES |
| E6           | # 5                           | 2    | 2   | 114  | 137  | 14  | 274   |   |      |      |                  |      |    |  |       |     |      |      |     |       |   |       |     |
|              | % 1.8                         | 0.7  | 0.7 | 41.6 | 50.0 | 5.1 | 100   | 3.7   | 49.2 | 22.3 | 3.0              | 7.6  | NO |  |       |     |      |      |     |       | 18.9%   | 84.6% | YES |
| E7 and E8    | # 11                          | 14   | 1   |      | 3    |     | 29    |   |      |      |                  |      |    | 2  |       |     |      | 2    |     | 4     |   |       |     |
|              | % 37.9                        | 48.3 | 3.4 |      | 10.3 |     | 100   | 14.4  | 7.7  | 4.2  | NO               | 7.7  | NO | 50.0                                       |       |     |      | 50.0 |     | 100   | YES   | 0.0%  | YES |
|              | #                             |      |     |      |      |     |       |   |      |      |                  |      |    |  |       |     |      |      |     |       |   |       |     |
|              | %                             |      |     |      |      |     |       |   |      |      |                  |      |    |  |       |     |      |      |     |       |   |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    85.8 percent  
Level of Goal Attainment for 2021:    86.9 percent  
Level of Goal Attainment for 2022:    89.6 percent

## Department of Health and Human Services

Agency Director: Robert Kerr  
EEO Officer: Nicole Palmer

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |     |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |     |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|------|----|---|------|------|------|------|-----|-------|---|-------|-----|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF | WM  | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF    | BF  |
| E1                | # 5                                | 4    | 1   | 12   | 4    |     | 26    |   |      |      |                       |      |    | 3   |      | 8    | 1    |      |     | 12    |   |       |     |
|                   | % 19.2                             | 15.4 | 3.8 | 46.2 | 15.4 |     | 100   | 5.0   | 27.5 | 5.9  | NO                    | NO   | NO | 25.0  |      | 66.7 | 8.3  |      |     | 100   | YES   | YES   | YES |
| E2A               | # 23                               | 7    | 2   | 74   | 111  | 6   | 223   |   |      |      |                       |      |    | 7   | 3    | 1    | 14   | 38   | 2   | 65    |   |       |     |
|                   | % 10.3                             | 3.1  | 0.9 | 33.2 | 49.8 | 2.7 | 100   | 5.5   | 27.6 | 5.9  | 2.4                   | NO   | NO | 10.8  | 4.6  | 1.5  | 21.5 | 58.5 | 3.1 | 100   | 56.4%   | YES   | YES |
| E2B               | # 41                               | 33   | 5   | 273  | 422  | 29  | 803   |   |      |      |                       |      |    | 14  | 17   | 3    | 76   | 177  | 10  | 297   |   |       |     |
|                   | % 5.1                              | 4.1  | 0.6 | 34.0 | 52.6 | 3.6 | 100   | 5.4   | 44.7 | 17.4 | 1.3                   | 10.7 | NO | 4.7   | 5.7  | 1.0  | 25.6 | 59.6 | 3.4 | 100   | 75.9%   | 76.1% | YES |
| E3                | # 27                               | 15   | 6   | 8    | 22   | 4   | 82    |   |      |      |                       |      |    | 7   | 8    | 2    | 3    | 8    | 2   | 30    |   |       |     |
|                   | % 32.9                             | 18.3 | 7.3 | 9.8  | 26.8 | 4.9 | 100   | 7.3   | 18.1 | 7.8  | NO                    | 8.3  | NO | 23.3  | 26.7 | 6.7  | 10.0 | 26.7 | 6.7 | 100   | YES   | 54.1% | YES |
| E5                | #                                  |      |     | 4    | 12   |     | 16    |   |      |      |                       |      |    |   |      |      |      |      |     | 6     |   |       |     |
|                   | %                                  |      |     | 25.0 | 75.0 |     | 100   | 5.1   | 34.8 | 12.5 | 5.1                   | 9.8  | NO |   |      |      |      |      |     | 100   | 0.0%  | 71.8% | YES |
| E6                | # 1                                | 9    |     | 23   | 42   | 2   | 77    |   |      |      |                       |      |    | 1   | 3    |      | 2    | 21   |     | 27    |   |       |     |
|                   | % 1.3                              | 11.7 |     | 29.9 | 54.5 | 2.6 | 100   | 2.6   | 57.0 | 19.7 | NO                    | 27.1 | NO | 3.7   | 11.1 |      | 7.4  | 77.8 |     | 100   | YES   | 52.5% | YES |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |    |   |      |      |      |      |     |       |   |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |    |   |      |      |      |      |     |       |   |       |     |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |    |   |      |      |      |      |     |       |   |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |    |   |      |      |      |      |     |       |   |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    89.6 percent  
Level of Goal Attainment for 2021:    88.3 percent  
Level of Goal Attainment for 2022:    87.5 percent

## Commission on Higher Education

Agency Director: Dr. Rusty Monhollon  
EEO Officer: Christa Wiebelt

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |        |    |        |        |       |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |       |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |        |    |        |        |       |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |     |
|-------------------|------------------------------------|--------|----|--------|--------|-------|-------|---|------|------|-----------------------|-------|----|---|--------|----|--------|--------|-------|-------|---|-------|-----|
|                   | WM                                 | BM     | OM | WF     | BF     | OF    | TOTAL | BM  | WF   | BF   | BM                    | WF    | BF | WM  | BM     | OM | WF     | BF     | OF    | TOTAL | BM  | WF    | BF  |
| E1                | # 1                                | # 1    |    | # 2    | # 2    |       | # 6   | 4.1   | 26.6 | 4.4  | NO                    | NO    | NO |   |        |    | # 2    | # 1    |       | # 3   | YES   | YES   | YES |
|                   | % 16.7                             | % 16.7 |    | % 33.3 | % 33.3 |       | 100   |   |      |      |                       |       |    |   |        |    | % 66.7 | % 33.3 |       | 100   |   |       |     |
| E2                | # 2                                | # 4    |    | # 5    | # 11   | # 1   | # 23  | 5.0   | 34.2 | 10.8 | NO                    | 12.5  | NO | # 1   | # 1    |    | # 2    | # 4    |       | # 8   | YES   | 63.5% | YES |
|                   | % 8.7                              | % 17.4 |    | % 21.7 | % 47.8 | % 4.3 | 100   |   |      |      |                       |       |    | % 12.5  | % 12.5 |    | % 25.0 | % 50.0 |       | 100   |   |       |     |
| E5 and E6         | #                                  |        |    | # 1    | # 1    | # 2   |       | 3.9   | 48.9 | 23.4 | 3.9*                  | 48.9* | NO |   |        |    |        |        | # 1   | # 1   | 0.0%*   | 0.0%* | YES |
|                   | %                                  |        |    | % 50.0 | % 50.0 |       | 100   |   |      |      |                       |       |    |   |        |    |        |        | 100.0 | 100   |   |       |     |
|                   | #                                  |        |    |        |        |       |       |   |      |      |                       |       |    |   |        |    |        |        |       |       |   |       |     |
|                   | %                                  |        |    |        |        |       |       |   |      |      |                       |       |    |   |        |    |        |        |       |       |   |       |     |
|                   | #                                  |        |    |        |        |       |       |   |      |      |                       |       |    |   |        |    |        |        |       |       |   |       |     |
|                   | %                                  |        |    |        |        |       |       |   |      |      |                       |       |    |   |        |    |        |        |       |       |   |       |     |
|                   | #                                  |        |    |        |        |       |       |   |      |      |                       |       |    |   |        |    |        |        |       |       |   |       |     |
|                   | %                                  |        |    |        |        |       |       |   |      |      |                       |       |    |   |        |    |        |        |       |       |   |       |     |
|                   | #                                  |        |    |        |        |       |       |   |      |      |                       |       |    |   |        |    |        |        |       |       |   |       |     |
|                   | %                                  |        |    |        |        |       |       |   |      |      |                       |       |    |   |        |    |        |        |       |       |   |       |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    73.2 percent  
Level of Goal Attainment for 2021:    83.8 percent  
Level of Goal Attainment for 2022:    94.8 percent

## State Housing, Finance & Development Authority

Agency Director: Bonita Shropshire  
EEO Officer: Ron Frye

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |    |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |    |      |       |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |      |      |   |
|-------------------|------------------------------------|-----|----|------|------|-----|-------|---|------|------|-----------------------|------|------|---|-----|----|------|-------|----|-------|---|------|------|---|
|                   | WM                                 | BM  | OM | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF   | WM  | BM  | OM | WF   | BF    | OF | TOTAL | BM  | WF   | BF   |   |
| E1                | # 8                                | 1   |    | 8    | 5    |     | 22    |   |      |      |                       |      |      |   |     |    |      | 2     |    | 2     |   | *    |      |   |
|                   | % 36.4                             | 4.5 |    | 36.4 | 22.7 |     | 100.0 | 5.8   | 28.2 | 9.4  | 1.3                   | NO   | NO   |   |     |    |      | 100.0 |    | 100   | 77.6%   | YES  | YES  |   |
| E2                | # 20                               | 4   |    | 38   | 23   | 1   | 86    |   |      |      |                       |      |      | 3   | 1   |    | 11   | 4     |    | 19    |   |      |      |   |
|                   | % 23.3                             | 4.7 |    | 44.2 | 26.7 | 1.2 | 100.1 | 4.5   | 36.7 | 14.8 | NO                    | NO   | NO   | 15.8  | 5.3 |    | 57.9 | 21.1  |    | 100   | YES   | YES  | YES  |   |
| E3                | # 2                                |     |    |      |      |     | 2     |   |      |      |                       |      |      |   |     |    |      |       |    |       |   | *    | *    | * |
|                   | % 100.0                            |     |    |      |      |     | 100.0 | 12.2  | 15.1 | 12.3 | 12.2                  | 15.1 | 12.3 |   |     |    |      |       |    |       | 0.0%  | 0.0% | 0.0% |   |
|                   | #                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | %                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | #                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | %                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | #                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | %                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | #                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | %                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | #                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |
|                   | %                                  |     |    |      |      |     |       |   |      |      |                       |      |      |   |     |    |      |       |    |       |   |      |      |   |

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

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

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

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

Level of Goal Attainment for 2020:    EXEMPT  
 Level of Goal Attainment for 2021:    EXEMPT  
 Level of Goal Attainment for 2022:    96.3 percent

## Commission on Indigent Defense

Agency Director: Hugh Ryan  
EEO Officer: Lawrence Brown

| EEO CATEGORY  | ACTUAL WORKFORCE ON 9/30/2022 |      |      |    |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |    | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |      |       |    |     |       | % OF Goals Met Based on Adjusted Availability |     |     |
|---------------|-------------------------------|------|------|----|------|------|-------|---|------|------|------------------|----|----|--|----|------|-------|----|-----|-------|---|-----|-----|
|               | WM                            | BM   | OM   | WF | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF | BF | WM   | BM | OM   | WF    | BF | OF  | TOTAL | BM  | WF  | BF  |
| E1            | #                             | 9    | 2    |    | 7    | 1    | 19    |   |      |      |                  |    |    |  |    |      | 4     |    |     | 4     |   |     |     |
|               | %                             | 47.4 | 10.5 |    | 36.8 | 5.3  | 100   | 4.2   | 29.6 | 4.8  | NO               | NO | NO |  |    |      | 100.0 |    |     | 100   | YES   | YES | YES |
| E2            | #                             | 8    |      |    | 8    | 1    | 17    |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |
|               | %                             | 47.1 |      |    | 47.1 | 5.9  | 100   | 4.0   | 31.3 | 4.8  | 4.0              | NO | NO |  |    |      |       |    |     |       | 0.0%  | YES | YES |
| E3, E5 and E6 | #                             | 5    |      |    | 17   | 5    | 27    |   |      |      |                  |    |    |  |    | 8    | 1     |    | 9   |       |   |     |     |
|               | %                             | 18.5 |      |    | 63.0 | 18.5 | 100   | 2.2   | 59.1 | 13.7 | 2.2              | NO | NO |  |    | 88.9 | 11.1  |    | 100 | 0.0%  | YES   | YES |     |
|               | #                             |      |      |    |      |      |       |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |
|               | %                             |      |      |    |      |      |       |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |
|               | #                             |      |      |    |      |      |       |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |
|               | %                             |      |      |    |      |      |       |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |
|               | #                             |      |      |    |      |      |       |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |
|               | %                             |      |      |    |      |      |       |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |
|               | #                             |      |      |    |      |      |       |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |
|               | %                             |      |      |    |      |      |       |   |      |      |                  |    |    |  |    |      |       |    |     |       |   |     |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    94.3 percent  
 Level of Goal Attainment for 2021:    96.5 percent  
 Level of Goal Attainment for 2022:    100.0 percent

## Department of Insurance

Agency Director: Michael Wise  
EEO Officer: Grace Godwin

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |       |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |     |       |      |     |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |        |       |
|-------------------|------------------------------------|-----|-----|------|------|-----|-------|---|------|------|-----------------------|-------|------|---|-------|-----|-------|------|-----|-------|---|--------|-------|
|                   | WM                                 | BM  | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF    | BF   | WM  | BM    | OM  | WF    | BF   | OF  | TOTAL | BM  | WF     | BF    |
| E1                | # 10                               | 1   | 1   | 8    | 3    | 1   | 24    |   |      |      |                       |       |      | 1   |       |     | 2     |      |     | 3     |   |        |       |
|                   | % 41.7                             | 4.2 | 4.2 | 33.3 | 12.5 | 4.2 | 100   | 5.9   | 28.1 | 6.9  | 1.7*                  | NO    | NO   | 33.3  |       |     | 66.7  |      |     | 100   | 71.2%*  | YES    | YES   |
| E2                | # 15                               | 2   |     | 16   | 18   | 4   | 55    |   |      |      |                       |       |      | 7   | 1     | 1   | 5     | 6    | 2   | 22    |   |        |       |
|                   | % 27.3                             | 3.6 |     | 29.1 | 32.7 | 7.3 | 100   | 4.7   | 37.4 | 15.9 | 1.1*                  | 8.3   | NO   | 31.8  | 4.5   | 4.5 | 22.7  | 27.3 | 9.1 | 100   | 76.6%*  | 77.8%* | YES   |
| E3                | # 2                                |     |     |      |      |     | 2     |   |      |      |                       |       |      |   | 1     |     |       |      |     | 1     |   |        |       |
|                   | % 100.0                            |     |     |      |      |     | 100   | 9.3   | 15.2 | 9.3  | 9.3*                  | 15.2* | 9.3* |   | 100.0 |     |       |      |     | 100   | 0.0%*   | 0.0%*  | 0.0%* |
| E6                | #                                  |     |     | 1    | 1    |     | 2     |   |      |      |                       |       |      |   |       |     | 1     |      |     | 1     |   |        |       |
|                   | %                                  |     |     | 50.0 | 50.0 |     | 100   | 5.4   | 27.0 | 30.7 | 5.4*                  | NO    | NO   |   |       |     | 100.0 |      |     | 100   | 0.0%*   | YES    | YES   |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |       |      |   |       |     |       |      |     |       |   |        |       |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |       |      |   |       |     |       |      |     |       |   |        |       |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |       |      |   |       |     |       |      |     |       |   |        |       |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |       |      |   |       |     |       |      |     |       |   |        |       |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |       |      |   |       |     |       |      |     |       |   |        |       |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |       |      |   |       |     |       |      |     |       |   |        |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    80.9 percent  
 Level of Goal Attainment for 2021:    89.0 percent  
 Level of Goal Attainment for 2022:    90.7 percent

## Department of Juvenile Justice

Agency Director: Eden Hendrick  
EEO Officer: Renee Lucas

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|------------------------------------|------|------|------|------|------|-------|---|------|------|-----------------------|-----|------|---|------|------|------|------|------|-------|--|-------|-------|
|                   | WM                                 | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF   | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF    |
| E1                | #                                  | 17   | 14   |      | 11   | 34   | 1     | 77  |      |      |                       |     |      | 5   | 11   |      | 13   | 9    | 1    | 39    |  |       |       |
|                   | %                                  | 22.1 | 18.2 |      | 14.3 | 44.2 | 1.3   | 100   | 11.7 | 24.8 | 15.2                  | NO  | 10.5 | NO  | 12.8 | 28.2 |      | 33.3 | 23.1 | 2.6   | 100  | YES   | 57.7% |
| E2                | #                                  | 48   | 94   | 4    | 140  | 257  | 8     | 551   |      |      |                       |     |      | 10  | 24   | 2    | 41   | 75   | 4    | 156   |  |       |       |
|                   | %                                  | 8.7  | 17.1 | 0.7  | 25.4 | 46.6 | 1.5   | 100   | 8.3  | 32.6 | 27.7                  | NO  | 7.2  | NO  | 6.4  | 15.4 | 1.3  | 26.3 | 48.1 | 2.6   | 100  | YES   | 77.9% |
| E3                | #                                  | 7    | 2    | 1    | 1    | 7    | 1     | 19  |      |      |                       |     |      |   |      | 1    |      | 3    | 2    | 6     |  |       |       |
|                   | %                                  | 36.8 | 10.5 | 5.3  | 5.3  | 36.8 | 5.3   | 100   | 6.6  | 8.1  | 19.5                  | NO  | 2.8  | NO  |      |      | 16.7 |      | 50.0 | 33.3  | 100  | YES   | 65.4% |
| E4                | #                                  | 18   | 74   | 3    | 18   | 164  | 47    | 324   |      |      |                       |     |      | 14  | 50   | 4    | 15   | 133  | 5    | 221   |  |       |       |
|                   | %                                  | 5.6  | 22.8 | 0.9  | 5.6  | 50.6 | 14.5  | 100   | 29.3 | 16.7 | 7.1                   | 6.5 | 11.1 | NO  | 6.3  | 22.6 | 1.8  | 6.8  | 60.2 | 2.3   | 100  | 77.8% | 33.5% |
| E5                | #                                  |      | 6    |      | 11   | 20   | 1     | 38  |      |      |                       |     |      |   | 5    |      | 1    | 8    |      | 14    |  |       |       |
|                   | %                                  |      | 15.8 |      | 28.9 | 52.6 | 2.6   | 100   | 4.2  | 48.8 | 15.1                  | NO  | 19.9 | NO  |      | 35.7 |      | 7.1  | 57.1 |       | 100  | YES   | 59.2% |
| E6                | #                                  | 2    | 23   | 24   | 1    |      |       | 50  |      |      |                       |     |      |   |      |      | 5    | 8    |      | 13    |  |       |       |
|                   | %                                  |      | 4.0  | 46.0 | 48.0 | 2.0  |       | 100   | 2.5  | 57.1 | 13.3                  | NO  | 9.1  | 11.3  |      |      | 38.5 | 61.5 |      | 100   | YES  | 84.1% | 15.0% |
| E7                | #                                  | 2    | 6    | 2    |      |      |       | 10  |      |      |                       |     |      | 2   | 1    | 1    |      |      |      | 4     |  |       |       |
|                   | %                                  | 20.0 | 60.0 | 20.0 |      |      |       | 100   | 12.1 | 3.1  | 2.2                   | NO  | 3.1  | 2.2   | 50.0 | 25.0 | 25.0 |      |      | 100   | YES  | 0.0%  | 0.0%  |
| E8                | #                                  | 3    | 9    | 2    |      | 10   |       | 24  |      |      |                       |     |      | 2   | 5    | 1    |      | 4    |      | 12    |  |       |       |
|                   | %                                  | 12.5 | 37.5 | 8.3  |      | 41.7 |       | 100   | 14.2 | 17.6 | 10.1                  | NO  | 17.6 | NO  | 16.7 | 41.7 | 8.3  |      | 33.3 | 100   | YES  | 0.0%  | YES   |
|                   | #                                  |      |      |      |      |      |       |   |      |      |                       |     |      |   |      |      |      |      |      |       |  |       |       |
|                   | %                                  |      |      |      |      |      |       |   |      |      |                       |     |      |   |      |      |      |      |      |       |  |       |       |

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

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

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

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

Level of Goal Attainment for 2020:    84.0 percent  
Level of Goal Attainment for 2021:    86.0 percent  
Level of Goal Attainment for 2022:    80.5 percent

## Department of Labor, Licensing and Regulations

Agency Director: Emily Farr  
EEO Officer: Kathryn Britt

| 1            | 2                             |      |     |      |      |     |       | 3  |      |      | 4                |      |      | 5  |      |      |      |      |      |       | 6  |       |       |
|--------------|-------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|------|--|------|------|------|------|------|-------|--|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | % OF Goals Met Based on<br>Adjusted Availability |       |       |
|              | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM   | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF    |
| E1           | # 5                           | 1    |     | 4    | 1    |     | 11    |  |      |      |                  |      |      | 1  |      | 1    |      |      |      | 2     |  |       |       |
|              | % 45.5                        | 9.1  |     | 36.4 | 9.1  |     | 100   | 7.0  | 26.4 | 6.7  | NO               | NO   | NO   | 50.0                                       |      | 50.0 |      |      |      | 100   | YES  | YES   | YES   |
| E2A          | # 29                          | 10   | 2   | 36   | 17   | 1   | 95    |  |      |      |                  |      |      | 4  | 1    |      | 3    | 1    | 1    | 10    |  |       |       |
|              | % 30.5                        | 10.5 | 2.1 | 37.9 | 17.9 | 1.1 | 100   | 8.2  | 24.3 | 11.9 | NO               | NO   | NO   | 40.0                                       | 10.0 |      | 30.0 | 10.0 | 10.0 | 100   | YES  | YES   | YES   |
| E2B          | # 47                          | 15   | 5   | 59   | 32   | 7   | 165   |  |      |      |                  |      |      | 15   | 5    | 2    | 14   | 15   | 2    | 53    |  |       |       |
|              | % 28.5                        | 9.1  | 3.0 | 35.8 | 19.4 | 4.2 | 100   | 7.8  | 32.8 | 20.4 | NO               | NO   | 1.0  | 28.3                                       | 9.4  | 3.8  | 26.4 | 28.3 | 3.8  | 100   | YES  | YES   | 95.1% |
| E3           | # 24                          | 4    |     | 6    | 3    |     | 37    |  |      |      |                  |      |      | 7  | 1    |      |      |      |      | 8     |  |       |       |
|              | % 64.9                        | 10.8 |     | 16.2 | 8.1  |     | 100   | 7.7  | 14.2 | 6.5  | NO               | NO   | NO   | 87.5                                       | 12.5 |      |      |      |      | 100   | YES  | YES   | YES   |
| E5           | # 3                           | 2    |     | 27   | 38   | 6   | 76    |  |      |      |                  | *    |      | 1  | 2    | 1    | 10   | 14   | 3    | 31    |  | *     |       |
|              | % 3.9                         | 2.6  |     | 35.5 | 50.0 | 7.9 | 100   | 3.0  | 59.1 | 20.2 | 0.4              | 23.6 | NO   | 3.2  | 6.5  | 3.2  | 32.3 | 45.2 | 9.7  | 100   | 86.7%  | 60.1% | YES   |
| E6           | # 1                           |      |     |      |      |     | 1     |  |      |      | *                | *    | *    |  |      |      |      |      |      |       |  | *     | *     |
|              | % 100.0                       |      |     |      |      |     | 100   | 7.6  | 35.5 | 33.9 | 7.6              | 35.5 | 33.9 |  |      |      |      |      |      |       | 0.0%   | 0.0%  | 0.0%  |
| E7 AND E8    | # 3                           | 2    |     |      |      |     | 5     |  |      |      |                  | *    | *    | 1  |      |      |      |      |      | 1     |  | *     | *     |
|              | % 60.0                        | 40.0 |     |      |      |     | 100   | 19.8   | 1.6  | 2.7  | NO               | 1.6  | 2.7  | 100.0                                      |      |      |      |      |      | 100   | YES  | 0.0%  | 0.0%  |
|              | #                             |      |     |      |      |     |       |  |      |      |                  |      |      |  |      |      |      |      |      |       |  |       |       |
|              | %                             |      |     |      |      |     |       |  |      |      |                  |      |      |  |      |      |      |      |      |       |  |       |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    89.6 percent  
Level of Goal Attainment for 2021:    94.3 percent  
Level of Goal Attainment for 2022:    96.4 percent

## Lander University (Page 1 of 2)

President: Richard Cosentino

EEO Officer: Thomas London

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |       | 5<br>H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |     |       | 6<br>% OF Goals Met Based on Adjusted 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           | #                                  | 16   | 3    | 1    | 13   | 4    | 37    | 5.0   | 28.2 | 6.9  | NO                    | NO  | NO    | 3   | 1    |      | 3    | 1    |     | 8     |  |       |         |
|                   | %                                  | 43.2 | 8.1  | 2.7  | 35.1 | 10.8 | 100   |   |      |      |                       |     |       | 37.5  | 12.5 | 0.0  | 37.5 | 12.5 | 0.0 | 100   | YES  | YES   | YES     |
| C2 & C3           | #                                  | 31   |      | 2    | 15   | 1    | 50    | 4.5   | 36.9 | 9.5  | 4.5                   | 6.9 | 7.5   |   |      |      |      |      |     |       | 0.0%   | 81.3% | 21.1%   |
|                   | %                                  | 62   |      | 4    | 30   | 2    | 100   |   |      |      |                       |     |       |   |      |      |      |      |     |       |  |       |         |
| C4 & C8           | #                                  | 13   |      | 1    | 16   | 2    | 34    | 1.7   | 36.5 | 6.4  | 1.7 *                 | NO  | 0.5 * |   |      |      |      |      |     |       | 0.0% *   | YES   | 92.2% * |
|                   | %                                  | 38.2 |      | 2.9  | 47.1 | 5.9  | 100   |   |      |      |                       |     |       |   |      |      |      |      |     |       |  |       |         |
| C5                | #                                  | 17   |      | 2    | 26   | 2    | 48    | 1.8   | 36.4 | 6.5  | 1.8 *                 | NO  | 2.3   |   | 1    |      | 1    |      |     | 2     | 0.0% *   | YES   | 64.6%   |
|                   | %                                  | 35.4 |      | 4.2  | 54.2 | 4.2  | 100   |   |      |      |                       |     |       | 0.0   | 50.0 | 0.0  | 50.0 | 0.0  | 0.0 | 100   |  |       |         |
| C6, C7, & C9      | #                                  | 36   | 14   | 4    | 29   | 4    | 101   | 2.2   | 33.3 | 5.5  | NO                    | 4.6 | 1.5   | 11  | 2    |      | 12   | 3    | 1   | 29    | YES  | 86.2% | 72.7%   |
|                   | %                                  | 35.6 | 13.9 | 4    | 28.7 | 4    | 100   |   |      |      |                       |     |       | 37.9  | 6.9  | 0.0  | 41.4 | 10.3 | 3.4 | 100   |  |       |         |
| E2                | #                                  | 33   | 5    |      | 56   | 8    | 104   | 5.2   | 40.6 | 9.4  | 0.4 *                 | NO  | 1.7   | 5   |      |      | 16   | 2    |     | 23    | 92.3% *  | YES   | 81.9%   |
|                   | %                                  | 31.7 | 4.8  |      | 53.8 | 7.7  | 100   |   |      |      |                       |     |       | 21.7  | 0.0  | 0.0  | 69.6 | 8.7  | 0.0 | 100   |  |       |         |
| E3 & E4           | #                                  | 6    | 2    | 3    | 15   | 1    | 27    | 17.1  | 10.3 | 2.7  | 9.7                   | NO  | NO    | 4   | 2    | 1    | 2    |      |     | 9     | 43.3%  | YES   | YES     |
|                   | %                                  | 22.2 | 7.4  | 11.1 | 55.6 | 3.7  | 100   |   |      |      |                       |     |       | 44.4  | 22.2 | 11.1 | 22.2 | 0.0  | 0.0 | 100   |  |       |         |
| E5 & E6           | #                                  | 4    |      |      | 25   | 4    | 33    | 3.0   | 52.8 | 15.5 | 3.0 *                 | NO  | 3.4   | 1   |      |      | 6    |      |     | 7     | 0.0% *   | YES   | 78.1%   |
|                   | %                                  | 12.1 |      |      | 75.8 | 12.1 | 100   |   |      |      |                       |     |       | 14.3  | 0.0  | 0.0  | 85.7 | 0.0  | 0.0 | 100   |  |       |         |
| E7                | #                                  | 21   | 3    |      | 1    | 1    | 26    | 7.9   | 7.7  | 3.6  | NO                    | 3.9 | NO    |   |      |      |      |      |     |       | YES  | 49.4% | YES     |
|                   | %                                  | 80.8 | 11.5 |      | 3.8  | 3.8  | 100   |   |      |      |                       |     |       |   |      |      |      |      |     |       |  |       |         |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    79.4 percent  
 Level of Goal Attainment for 2021:    72.5 percent  
 Level of Goal Attainment for 2022:    83.7 percent

## Lander University (Page 2 of 2)

President: Richard Cosentino

EEO Officer: Thomas London

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |       |    | H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |     |      |      |       | % OF Goals Met Based on Adjusted Availability |         |     |     |
|--------------|-------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-------|----|--|------|-----|-----|------|------|-------|---|---------|-----|-----|
|              |                               |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF    | BF | WM   | BM   | OM  | WF  | BF   | OF   | TOTAL | BM  | WF      | BF  |     |
| E8           | #                             | 12   | 5    | 3   | 4    | 7    |       | 31   | 16.7 | 12.3 | 10.3             | 0.6 * | NO | NO   | 5    |     |     | 2    | 1    |       | 8   | 96.4% * | YES | YES |
|              | %                             | 38.7 | 16.1 | 9.7 | 12.9 | 22.6 |       | 100  |      |      |                  | 0.6   | NO | NO   | 62.5 | 0.0 | 0.0 | 25.0 | 12.5 | 0.0   | 100   |         |     |     |
|              | #                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | %                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | #                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | %                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | #                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | %                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | #                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | %                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | #                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |
|              | %                             |      |      |     |      |      |       |  |      |      |                  |       |    |  |      |     |     |      |      |       |   |         |     |     |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    79.4 percent  
 Level of Goal Attainment for 2021:    72.5 percent  
 Level of Goal Attainment for 2022:    83.7 percent

## State Law Enforcement Division

Agency Director: Mark Keel  
EEO Officer: Laura G. Wilson

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |      |     |      |      |       | % OF Goals Met Based on Adjusted Availability |        |        |       |
|--------------|-------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|------|--|-------|------|-----|------|------|-------|---|--------|--------|-------|
|              | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM   | BM    | OM   | WF  | BF   | OF   | TOTAL | BM  | WF     | BF     |       |
| E1           | #                             | 10   | 1    |     | 1    |      | 12    |  |      |      |                  |      |      |  |       |      |     |      |      |       |   |        |        |       |
|              | %                             | 83.3 | 8.3  |     | 8.3  |      | 100   | 16.6   | 12.7 | 9.8  | 8.3*             | 4.4* | 9.8  |  |       |      |     |      |      |       | 50.0%   | 65.4%* | 0.0%   |       |
| E2A          | #                             | 54   | 8    | 3   | 96   | 24   | 11    | 196  |      |      |                  |      |      |  | 12    | 4    | 1   | 27   | 14   | 5     | 63  |        |        |       |
|              | %                             | 27.6 | 4.1  | 1.5 | 49.0 | 12.2 | 5.6   | 100  | 5.3  | 27.3 | 12.9             | 1.2  | NO   | 0.7  | 19.0  | 6.3  | 1.6 | 42.9 | 22.2 | 7.9   | 100   | 77.4%  | YES    | 94.6% |
| E2B          | #                             | 115  | 17   | 2   | 25   | 8    |       | 167  |      |      |                  |      |      |  | 8     | 2    |     | 5    | 1    |       | 16  |        |        |       |
|              | %                             | 68.9 | 10.2 | 1.2 | 15.0 | 4.8  |       | 100  | 22.5 | 5.0  | 6.4              | 12.3 | NO   | 1.6  | 50.0  | 12.5 |     | 31.3 | 6.3  |       | 100   | 45.3%  | YES    | 75.0% |
| E3           | #                             | 7    | 3    |     | 20   | 13   | 2     | 45   |      |      |                  |      |      |  | 2     |      |     | 14   | 2    | 1     | 19  |        |        |       |
|              | %                             | 15.6 | 6.7  |     | 44.4 | 28.9 | 4.4   | 100  | 12.4 | 11.0 | 20.0             | 5.7  | NO   | NO   | 10.5  |      |     | 73.7 | 10.5 | 5.3   | 100   | 54.0%  | YES    | YES   |
| E4           | #                             | 115  | 11   | 1   | 43   | 6    | 3     | 179  |      |      |                  |      |      |  | 23    | 3    |     | 11   | 3    |       | 40  |        |        |       |
|              | %                             | 64.2 | 6.1  | 0.6 | 24.0 | 3.4  | 1.7   | 100  | 18.5 | 5.2  | 3.1              | 12.4 | NO   | NO   | 57.5  | 7.5  |     | 27.5 | 7.5  |       | 100   | 33.0%  | YES    | YES   |
| E5           | #                             | 2    | 1    |     | 19   | 5    |       | 27   |      |      |                  |      |      |  |       | 1    |     | 1    |      |       | 2   |        |        |       |
|              | %                             | 7.4  | 3.7  |     | 70.4 | 18.5 |       | 100  | 2.7  | 59.8 | 17.5             | NO   | NO   | NO   |       | 50.0 |     | 50.0 |      |       | 100   | YES    | YES    | YES   |
| E6           | #                             | 2    | 3    |     | 15   | 11   | 2     | 33   |      |      |                  |      |      |  |       |      |     | 9    | 4    |       | 13  |        |        | *     |
|              | %                             | 6.1  | 9.1  |     | 45.5 | 33.3 | 6.1   | 100  | 4.6  | 47.9 | 21.6             | NO   | 2.4* | NO   |       |      |     | 69.2 | 30.8 |       | 100   | YES    | 95.0%* | YES   |
| E7 and E8    | #                             | 9    | 1    |     |      | 4    |       | 14   |      |      |                  |      |      |  | 3     |      |     |      |      |       | 3   |        |        |       |
|              | %                             | 64.3 | 7.1  |     |      | 28.6 |       | 100  | 18.4 | 12.1 | 9.6              | 11.3 | 12.1 | NO   | 100.0 |      |     |      |      |       | 100   | 38.6%  | 0.0%   | YES   |

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

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

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

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

Level of Goal Attainment for 2020:    86.1 percent  
Level of Goal Attainment for 2021:    85.3 percent  
Level of Goal Attainment for 2022:    76.2 percent

## South Carolina State Library

Agency Director: Leesa Aiken  
EEO Officer: Deborah Pack

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |     |    |      |     |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |    |        | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |      |     |     |     |       | % OF Goals Met Based on Adjusted Availability |     |         |
|--------------|-------------------------------|-----|----|------|-----|-----|-------|--|------|------|------------------|----|--------|--|----|------|-----|-----|-----|-------|---|-----|---------|
|              | WM                            | BM  | OM | WF   | BF  | OF  | TOTAL | BM   | WF   | BF   | BM               | WF | BF     | WM   | BM | OM   | WF  | BF  | OF  | TOTAL | BM  | WF  | BF      |
| E1 AND E2    | # 6                           | 2   |    | 24   | 3   | 1   | 36    | 4.9  | 32.9 | 9.2  | NO               | NO | 0.9 *  | 1  | 2  |      | 8   | 1   | 1   | 13    | YES   | YES | 90.2% * |
|              | % 16.7                        | 5.6 |    | 66.7 | 8.3 | 2.8 | 100   |  |      |      |                  |    | 7.7    | 15.4                                       |    | 61.5 | 7.7 | 7.7 | 100 |       |   |     |         |
| E3 AND E5    | # 2                           |     |    | 1    |     |     | 3     | 5.9  | 32.5 | 10.8 | 5.9 *            | NO | 10.8 * | 1  |    |      | 2   |     |     | 3     | 0.0% *  | YES | 0.0% *  |
|              | % 66.7                        |     |    | 33.3 |     |     | 100   |  |      |      |                  |    | 33.3   |  |    | 66.7 |     |     | 100 |       |   |     |         |
|              | #                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | %                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | #                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | %                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | #                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | %                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | #                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | %                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | #                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |
|              | %                             |     |    |      |     |     |       |  |      |      |                  |    |        |  |    |      |     |     |     |       |   |     |         |

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

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

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

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

Level of Goal Attainment for 2020:    54.8 percent  
 Level of Goal Attainment for 2021:    55.6 percent  
 Level of Goal Attainment for 2022:    97.6 percent

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

Agency Director: Dr. David J. Cole  
EEO Officer: Stephanie Price

| 1            | 2                             |      |     |      |      |      |       | 3   |     |      | 4                |     |     | 5  |      |      |      |      |      |       | 6   |       |       |       |
|--------------|-------------------------------|------|-----|------|------|------|-------|---|-----|------|------------------|-----|-----|--|------|------|------|------|------|-------|---|-------|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |      |       | Adjusted Availability% (Qualified Labor Pool) |     |      | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | % OF Goals Met Based on Adjusted 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         | #                             | 138  | 15  | 48   | 55   | 18   | 17    | 291   | 3.1 | 19.2 | 2.0              |     | *   |  | 82   | 14   | 40   | 30   | 19   | 17    | 202   |       | *     |       |
|              | %                             | 47.4 | 5.2 | 16.5 | 18.9 | 6.2  | 5.8   | 100   |     |      |                  | NO  | 0.3 | NO   | 40.6 | 6.9  | 19.8 | 14.9 | 9.4  | 8.4   | 100   | YES   | 98.4% | YES   |
| E102         | #                             | 60   | 3   | 5    | 113  | 21   | 4     | 206   | 4.6 | 24.5 | 6.5              |     |     |  | 17   | 2    | 3    | 38   | 8    | 1     | 69  |       |       |       |
|              | %                             | 29.1 | 1.5 | 2.4  | 54.9 | 10.2 | 1.9   | 100   |     |      |                  | 3.1 | NO  | NO   | 24.6 | 2.9  | 4.3  | 55.1 | 11.6 | 1.4   | 100   | 32.6% | YES   | YES   |
| E204         | #                             | 35   | 10  | 2    | 77   | 15   | 3     | 142   | 5.4 | 40.8 | 11.6             |     |     |  | 11   | 6    |      | 24   | 9    | 1     | 51  |       |       |       |
|              | %                             | 24.6 | 7   | 1.4  | 54.2 | 10.6 | 2.1   | 100   |     |      |                  | NO  | NO  | 1.0  | 21.6 | 11.8 | 0.0  | 47.1 | 17.6 | 2.0   | 100   | YES   | YES   | 91.4% |
| E206         | #                             | 79   | 19  | 13   | 172  | 46   | 38    | 367   | 4.9 | 34.1 | 13.7             |     |     |  | 42   | 9    | 4    | 100  | 25   | 21    | 201   |       |       |       |
|              | %                             | 21.5 | 5.2 | 3.5  | 46.9 | 12.5 | 10.4  | 100   |     |      |                  | NO  | NO  | 1.2  | 20.9 | 4.5  | 2.0  | 49.8 | 12.4 | 10.4  | 100   | YES   | YES   | 91.2% |
| E208         | #                             | 24   | 2   | 1    | 111  | 15   | 10    | 163   | 1.4 | 58.8 | 16.3             |     | *   |  | 14   |      | 1    | 48   | 7    | 2     | 72  |       | *     |       |
|              | %                             | 14.7 | 1.2 | 0.6  | 68.1 | 9.2  | 6.1   | 100   |     |      |                  | 0.2 | NO  | 7.1  | 19.4 | 0.0  | 1.4  | 66.7 | 9.7  | 2.8   | 100   | 85.7% | YES   | 56.4% |
| E209         | #                             | 19   | 1   | 1    | 61   | 10   | 1     | 93  | 2.7 | 46.9 | 15.9             |     |     |  | 3    |      | 1    | 28   | 7    | 2     | 41  |       |       |       |
|              | %                             | 20.4 | 1.1 | 1.1  | 65.6 | 10.8 | 1.1   | 100   |     |      |                  | 1.6 | NO  | 5.1  | 7.3  | 0.0  | 2.4  | 68.3 | 17.1 | 4.9   | 100   | 40.7% | YES   | 67.9% |
| E215         | #                             | 15   | 4   | 1    | 89   | 24   | 11    | 144   | 7.8 | 33.0 | 33.2             |     |     |  | 5    | 1    | 1    | 29   | 10   | 6     | 52  |       |       |       |
|              | %                             | 10.4 | 2.8 | 0.7  | 61.8 | 16.7 | 7.6   | 100   |     |      |                  | 5.0 | NO  | 16.5                                       | 9.6  | 1.9  | 1.9  | 55.8 | 19.2 | 11.5  | 100   | 35.9% | YES   | 50.3% |
| E223         | #                             | 90   | 6   | 12   | 196  | 17   | 42    | 363   | 1.5 | 46.8 | 10.4             |     |     |  | 14   | 2    | 7    | 40   | 4    | 12    | 79  |       |       |       |
|              | %                             | 24.8 | 1.7 | 3.3  | 54   | 4.7  | 11.6  | 100   |     |      |                  | NO  | NO  | 5.7  | 17.7 | 2.5  | 8.9  | 50.6 | 5.1  | 15.2  | 100   | YES   | YES   | 45.2% |
| E224         | #                             | 53   | 11  | 9    | 176  | 75   | 30    | 354   | 3.7 | 32.5 | 23.5             |     |     |  | 24   | 5    | 6    | 69   | 35   | 18    | 157   |       |       |       |
|              | %                             | 15   | 3.1 | 2.5  | 49.7 | 21.2 | 8.5   | 100   |     |      |                  | 0.6 | NO  | 2.3  | 15.3 | 3.2  | 3.8  | 43.9 | 22.3 | 11.5  | 100   | 83.8% | YES   | 90.2% |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    80.9 percent  
Level of Goal Attainment for 2021:    93.6 percent  
Level of Goal Attainment for 2022:    85.5 percent

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

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie Price

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |     |      |      |       | 3<br>Adjusted Availability% (Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |     |      |      |       | 6<br>% OF Goals Met Based on Adjusted 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              | #                                  | 56   | 9   | 15  | 145  | 11   | 9     | 245  | 3.2  | 45.7 | 18.6                  |     |      |   | 23   | 5    | 7   | 60   | 6    | 7     | 108  |       |       |       |
|                   | %                                  | 22.9 | 3.7 | 6.1 | 59.2 | 4.5  | 3.7   | 100  |      |      |                       | NO  | NO   | 14.1  | 21.3 | 4.6  | 6.5 | 55.6 | 5.6  | 6.5   | 100  | YES   | YES   | 24.2% |
| E226              | #                                  | 64   | 13  | 11  | 303  | 58   | 28    | 477  | 1.5  | 53.0 | 11.5                  |     |      |   | 21   | 1    | 6   | 109  | 25   | 13    | 175  |       |       |       |
|                   | %                                  | 13.4 | 2.7 | 2.3 | 63.5 | 12.2 | 5.9   | 100  |      |      |                       | NO  | NO   | NO  | 12.0 | 0.6  | 3.4 | 62.3 | 14.3 | 7.4   | 100  | YES   | YES   | YES   |
| E227              | #                                  | 304  | 30  | 61  | 3135 | 523  | 325   | 4378   | 0.9  | 61.2 | 14.5                  |     |      |   | 138  | 9    | 27  | 1170 | 255  | 140   | 1739   |       |       |       |
|                   | %                                  | 6.9  | 0.7 | 1.4 | 71.6 | 11.9 | 7.4   | 100  |      |      |                       | 0.2 | NO   | 2.6   | 7.9  | 0.5  | 1.6 | 67.3 | 14.7 | 8.1   | 100  | 77.8% | YES   | 82.1% |
| E228              | #                                  | 41   | 2   | 4   | 191  | 12   | 11    | 261  | 0.2  | 64.1 | 3.7                   |     |      |   | 23   |      | 5   | 64   | 8    | 6     | 106  |       |       |       |
|                   | %                                  | 15.7 | 0.8 | 1.5 | 73.2 | 4.6  | 4.2   | 100  |      |      |                       | NO  | NO   | NO  | 21.7 | 0.0  | 4.7 | 60.4 | 7.5  | 5.7   | 100  | YES   | YES   | YES   |
| E330              | #                                  | 133  | 26  | 9   | 103  | 27   | 14    | 312  | 8.7  | 18.3 | 11.5                  |     |      |   | 40   | 7    | 2   | 31   | 11   | 3     | 94   |       |       |       |
|                   | %                                  | 42.6 | 8.3 | 2.9 | 33   | 8.7  | 4.5   | 100  |      |      |                       | 0.4 | NO   | 2.8   | 42.6 | 7.4  | 2.1 | 33.0 | 11.7 | 3.2   | 100  | 95.4% | YES   | 75.7% |
| E333              | #                                  | 140  | 110 | 31  | 686  | 754  | 184   | 1905   | 2.5  | 49.6 | 17.5                  |     |      |   | 83   | 61   | 16  | 510  | 496  | 137   | 1303   |       |       |       |
|                   | %                                  | 7.3  | 5.8 | 1.6 | 36   | 39.6 | 9.7   | 100  |      |      |                       | NO  | 13.6 | NO  | 6.4  | 4.7  | 1.2 | 39.1 | 38.1 | 10.5  | 100  | YES   | 72.6% | YES   |
| E334              | #                                  | 28   | 5   | 3   | 99   | 25   | 8     | 168  | 3.0  | 42.0 | 25.0                  |     |      |   | 10   | 1    |     | 25   | 6    | 2     | 44   |       |       |       |
|                   | %                                  | 16.7 | 3   | 1.8 | 58.9 | 14.9 | 4.8   | 100  |      |      |                       | 0.8 | NO   | 10.1  | 22.7 | 2.3  | 0.0 | 56.8 | 13.6 | 4.5   | 100  | 78.9% | YES   | 59.6% |
| E447              | #                                  | 10   | 27  | 3   | 1    | 12   | 1     | 54   | 12.5 | 14.3 | 20.2                  |     |      |   | 7    | 9    |     | 1    | 9    | 1     | 27   |       |       |       |
|                   | %                                  | 18.5 | 50  | 5.6 | 1.9  | 22.2 | 1.9   | 100  |      |      |                       | NO  | 12.4 | NO  | 25.9 | 33.3 | 0.0 | 3.7  | 33.3 | 3.7   | 100  | YES   | 13.3% | YES   |
| E550              | #                                  | 4    | 2   | 2   | 78   | 60   | 7     | 153  | 3.1  | 53.2 | 17.6                  |     |      |   | 2    | 1    | 2   | 25   | 30   | 3     | 63   |       |       |       |
|                   | %                                  | 2.6  | 1.3 | 1.3 | 51   | 39.2 | 4.6   | 100  |      |      |                       | 1.8 | 2.2  | NO  | 3.2  | 1.6  | 3.2 | 39.7 | 47.6 | 4.8   | 100  | 41.9% | 95.9% | YES   |

**NOTE:**

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

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

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

Level of Goal Attainment for 2020:    80.9 percent  
 Level of Goal Attainment for 2021:    93.6 percent  
 Level of Goal Attainment for 2022:    85.5 percent

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

Agency Director: Dr. David J. Cole  
EEO Officer: Stephanie Price

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |     |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |     |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |       |
|-------------------|------------------------------------|------|------|-----|------|------|-------|---|-----|------|-----------------------|-----|-----|---|------|------|-----|------|------|-------|--|-------|-------|-------|
|                   | WM                                 | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF  | BF   | BM                    | WF  | BF  | WM  | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF    | BF    |       |
| E551              | #                                  | 141  | 48   | 18  | 629  | 380  | 70    | 1286  | 23  | 48.2 | 23.8                  |     |     |   | 63   | 21   | 5   | 295  | 238  | 45    | 667  |       |       |       |
|                   | %                                  | 11   | 3.7  | 1.4 | 48.9 | 29.5 | 5.4   | 100   |     |      |                       | NO  | NO  | NO  | 9.4  | 3.1  | 0.7 | 44.2 | 35.7 | 6.7   | 100  | YES   | YES   | YES   |
| E552              | #                                  | 21   | 20   | 9   | 78   | 60   | 16    | 204   | 50  | 32.4 | 27.4                  |     |     |   | 10   | 6    | 5   | 36   | 18   | 11    | 86   |       |       |       |
|                   | %                                  | 10.3 | 9.8  | 4.4 | 38.2 | 29.4 | 7.8   | 100   |     |      |                       | NO  | NO  | NO  | 11.6 | 7.0  | 5.8 | 41.9 | 20.9 | 12.8  | 100  | YES   | YES   | YES   |
| E660              | #                                  | 73   | 39   | 16  | 635  | 759  | 104   | 1626  | 58  | 40.2 | 28.3                  |     |     |   | 51   | 25   | 12  | 364  | 387  | 71    | 910  |       |       |       |
|                   | %                                  | 4.5  | 2.4  | 1   | 39.1 | 46.7 | 6.4   | 100   |     |      |                       | 3.4 | 1.1 | NO  | 5.6  | 2.7  | 1.3 | 40.0 | 42.5 | 7.8   | 100  | 41.4% | 97.3% | YES   |
| E772              | #                                  | 87   | 38   | 8   | 3    | 2    |       | 138   | 152 | 2.7  | 3.4                   |     |     |   | 13   | 8    | 1   |      |      |       | 22   |       |       |       |
|                   | %                                  | 63   | 27.5 | 5.8 | 2.2  | 1.4  |       | 100   |     |      |                       | NO  | 0.5 | 2.0   | 59.1 | 36.4 | 4.5 | 0.0  | 0.0  | 0.0   | 100  | YES   | 81.5% | 41.2% |
| E880              | #                                  | 9    | 22   | 5   | 9    | 43   | 4     | 92  | 248 | 17.6 | 13.2                  |     |     |   | 12   | 16   | 6   | 10   | 73   | 7     | 124  |       |       |       |
|                   | %                                  | 9.8  | 23.9 | 5.4 | 9.8  | 46.7 | 4.3   | 100   |     |      |                       | 0.9 | 7.8 | NO  | 9.7  | 12.9 | 4.8 | 8.1  | 58.9 | 5.6   | 100  | 96.4% | 55.7% | YES   |
|                   | #                                  |      |      |     |      |      |       |   |     |      |                       |     |     |   |      |      |     |      |      |       |  |       |       |       |
|                   | %                                  |      |      |     |      |      |       |   |     |      |                       |     |     |   |      |      |     |      |      |       |  |       |       |       |
|                   | #                                  |      |      |     |      |      |       |   |     |      |                       |     |     |   |      |      |     |      |      |       |  |       |       |       |
|                   | %                                  |      |      |     |      |      |       |   |     |      |                       |     |     |   |      |      |     |      |      |       |  |       |       |       |
|                   | #                                  |      |      |     |      |      |       |   |     |      |                       |     |     |   |      |      |     |      |      |       |  |       |       |       |
|                   | %                                  |      |      |     |      |      |       |   |     |      |                       |     |     |   |      |      |     |      |      |       |  |       |       |       |

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

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

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

Level of Goal Attainment for 2020:    80.9 percent  
Level of Goal Attainment for 2021:    93.6 percent  
Level of Goal Attainment for 2022:    85.5 percent

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

President: Dr. David J. Cole  
EEO Officer: Stephanie Price

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |     |     |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |       |
|-------------------|------------------------------------|------|-----|------|------|------|-------|---|------|------|-----------------------|------|------|---|------|------|------|-----|-----|-------|--|-------|-------|-------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF   | WM  | BM   | OM   | WF   | BF  | OF  | TOTAL | BM   | WF    | BF    |       |
| C1                | #                                  | 1    |     |      | 3    |      | 4     | 3.6   | 40.7 | 8.0  | 3.6*                  | NO   | 8.0* | 1   |      |      |      |     |     | 1     | 0.0%*  | YES   | 0.0%* |       |
|                   | %                                  | 25   |     |      | 75   |      | 100   |   |      |      |                       |      |      | 100.0   | 0.0  | 0.0  | 0.0  | 0.0 | 0.0 | 100   |  |       |       |       |
| C2                | #                                  | 17   |     | 4    | 3    | 1    | 1     | 26  | 3.6  | 40.7 | 8.0                   | 3.6* | 29.2 | 4.2   |      |      |      |     |     |       | 0.0%*  | 28.3% | 47.5% |       |
|                   | %                                  | 65.4 |     | 15.4 | 11.5 | 3.8  | 3.8   | 100   |      |      |                       |      |      |   |      |      |      |     |     |       |  |       |       |       |
| C3                | #                                  | 209  | 4   | 40   | 122  | 3    | 22    | 400   | 2.8  | 33.4 | 4.6                   | 1.8  | 2.9  | 3.8   | 16   |      | 5    | 11  |     | 3     | 35   | 35.7% | 91.3% | 17.4% |
|                   | %                                  | 52.3 | 1   | 10   | 30.5 | 0.8  | 5.5   | 100   |      |      |                       | 45.7 | 0.0  | 14.3  | 31.4 | 0.0  | 8.6  | 100 |     |       |  |       |       |       |
| C4                | #                                  | 138  | 2   | 44   | 159  | 11   | 42    | 396   | 3.1  | 35.6 | 5.1                   | 2.6  | NO   | 2.3   | 24   |      | 7    | 30  | 2   | 7     | 70   | 16.1% | YES   | 54.9% |
|                   | %                                  | 34.8 | 0.5 | 11.1 | 40.2 | 2.8  | 10.6  | 100   |      |      |                       | 34.3 | 0.0  | 10.0  | 42.9 | 2.9  | 10.0 | 100 |     |       |  |       |       |       |
| C5                | #                                  | 256  | 10  | 68   | 261  | 21   | 69    | 685   | 3.3  | 36.4 | 5.4                   | 1.8  | NO   | 2.3   | 53   | 2    | 15   | 52  | 6   | 16    | 144  | 45.5% | YES   | 57.4% |
|                   | %                                  | 37.4 | 1.5 | 9.9  | 38.1 | 3.1  | 10.1  | 100   |      |      |                       | 36.8 | 1.4  | 10.4  | 36.1 | 4.2  | 11.1 | 100 |     |       |  |       |       |       |
| C6                | #                                  | 30   | 1   | 7    | 81   | 4    | 22    | 145   | 3.1  | 38.0 | 5.5                   | 2.4  | NO   | 2.7   | 12   | 1    | 2    | 24  |     | 12    | 51   | 22.6% | YES   | 50.9% |
|                   | %                                  | 20.7 | 0.7 | 4.8  | 55.9 | 2.8  | 15.2  | 100   |      |      |                       | 23.5 | 2.0  | 3.9   | 47.1 | 0.0  | 23.5 | 100 |     |       |  |       |       |       |
| C8                | #                                  | 7    | 1   | 2    | 7    |      | 3     | 20  | 3.4  | 33.9 | 4.8                   | NO   | NO   | 4.8*  | 3    |      |      | 2   |     | 1     | 6  | YES   | YES   | 0.0%* |
|                   | %                                  | 35   | 5   | 10   | 35   |      | 15    | 100   |      |      |                       | 50.0 | 0.0  | 0.0   | 33.3 | 0.0  | 16.7 | 100 |     |       |  |       |       |       |
| E1A               | #                                  | 20   | 1   |      | 41   | 4    | 5     | 71  | 3.4  | 33.9 | 4.8                   | 2.0  | NO   | NO  | 4    | 1    |      | 6   |     | 11    | 41.2%  | YES   | YES   |       |
|                   | %                                  | 28.2 | 1.4 |      | 57.7 | 5.6  | 7     | 100   |      |      |                       | 36.4 | 9.1  | 0.0   | 54.5 | 0.0  | 0.0  | 100 |     |       |  |       |       |       |
| E1B               | #                                  | 46   | 5   | 5    | 132  | 27   | 9     | 224   | 4.1  | 26.0 | 3.4                   | 1.9  | NO   | NO  | 8    | 2    | 1    | 18  | 6   | 2     | 37   | 53.7% | YES   | YES   |
|                   | %                                  | 20.5 | 2.2 | 2.2  | 58.9 | 12.1 | 4     | 100   |      |      |                       | 21.6 | 5.4  | 2.7   | 48.6 | 16.2 | 5.4  | 100 |     |       |  |       |       |       |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    82.0 percent  
Level of Goal Attainment for 2021:    80.5 percent  
Level of Goal Attainment for 2022:    77.2 percent

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

President: Dr. David J. Cole  
EEO Officer: Stephanie Price

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |       |      |       | % OF Goals Met Based on Adjusted 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          | # 67                          | 15   | 11   | 396  | 98   | 41   | 628   | 5.9   | 41.1 | 12.2 | 3.5              | NO   | NO   | 13   | 3    | 3    | 108  | 23    | 15   | 165   | 40.7%   | YES   | YES   |
|              | % 10.7                        | 2.4  | 1.8  | 63.1 | 15.6 | 6.5  | 100   |   |      |      |                  |      |      | 7.9  | 1.8  | 1.8  | 65.5 | 13.9  | 9.1  | 100   |   |       |       |
| E2B          | # 5                           |      |      | 44   | 1    | 3    | 53    | 1.4   | 51.8 | 5.6  | 1.4              | NO   | 3.7  | 2  |      |      | 8    |       |      | 10    | 0.0%  | YES   | 33.9% |
|              | % 9.4                         |      |      | 83   | 1.9  | 5.7  | 100   |   |      |      |                  |      |      | 20.0                                       | 0.0  | 0.0  | 80.0 | 0.0   | 0.0  | 100   |   |       |       |
| E2C          | # 9                           | 3    | 3    | 55   | 38   | 12   | 120   | 5.0   | 43.3 | 16.9 | 2.5              | NO   | NO   | 6  |      | 2    | 17   | 14    | 4    | 43    | 50.0%   | YES   | YES   |
|              | % 7.5                         | 2.5  | 2.5  | 45.8 | 31.7 | 10   | 100   |   |      |      |                  |      |      | 14.0                                       | 0.0  | 4.7  | 39.5 | 32.6  | 9.3  | 100   |   |       |       |
| E2D          | # 29                          | 6    | 8    | 12   | 4    | 4    | 63    | 3.9   | 22.0 | 3.6  | NO               | 3.0  | NO   | 6  | 1    | 3    | 2    | 1     | 1    | 14    | YES   | 86.4% | YES   |
|              | % 46                          | 9.5  | 12.7 | 19   | 6.3  | 6.3  | 100   |   |      |      |                  |      |      | 42.9                                       | 7.1  | 21.4 | 14.3 | 7.1   | 7.1  | 100   |   |       |       |
| E2G          | # 3                           | 1    |      | 20   | 3    |      | 27    | 1.8   | 54.5 | 8.9  | NO               | NO   | NO   |  |      |      | 2    | 1     |      | 3     | YES   | YES   | YES   |
|              | % 11.1                        | 3.7  |      | 74.1 | 11.1 |      | 100   |   |      |      |                  |      |      | 0.0  | 0.0  | 0.0  | 66.7 | 33.3  | 0.0  | 100   |   |       |       |
| E3A          | # 3                           | 2    | 1    | 1    | 6    |      | 13    | 7.7   | 41.6 | 8.0  | NO               | 33.9 | NO   |  |      |      | 1    |       |      | 1     | YES   | 18.5% | YES   |
|              | % 23.1                        | 15.4 | 7.7  | 7.7  | 46.2 |      | 100   |   |      |      |                  |      |      | 0.0  | 0.0  | 0.0  | 0.0  | 100.0 | 0.0  | 100   |   |       |       |
| E3B          | # 5                           | 2    | 1    | 1    |      |      | 9     | 4.2   | 25.9 | 8.4  | NO               | 14.8 | 8.4  | 1  | 1    | 1    |      |       |      | 3     | YES   | 42.9% | 0.0%  |
|              | % 55.6                        | 22.2 | 11.1 | 11.1 |      |      | 100   |   |      |      |                  |      |      | 33.3                                       | 33.3 | 33.3 | 0.0  | 0.0   | 0.0  | 100   |   |       |       |
| E3C          | # 3                           | 7    | 4    | 11   | 2    | 2    | 29    | 7.4   | 34.8 | 10.2 | NO               | NO   | 3.3  | 1  |      |      | 5    | 1     |      | 7     | YES   | YES   | 67.6% |
|              | % 10.3                        | 24.1 | 13.8 | 37.9 | 6.9  | 6.9  | 100   |   |      |      |                  |      |      | 14.3                                       | 0.0  | 0.0  | 71.4 | 14.3  | 0.0  | 100   |   |       |       |
| E3D          | # 4                           | 1    |      | 21   | 5    | 9    | 40    | 2.8   | 47.9 | 25.3 | 0.3              | NO   | 12.8 | 1  |      |      | 6    | 1     | 5    | 13    | 89.3%   | YES   | 49.4% |
|              | % 10                          | 2.5  |      | 52.5 | 12.5 | 22.5 | 100   |   |      |      |                  |      |      | 7.7  | 0.0  | 0.0  | 46.2 | 7.7   | 38.5 | 100   |   |       |       |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    82.0 percent  
Level of Goal Attainment for 2021:    80.5 percent  
Level of Goal Attainment for 2022:    77.2 percent

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

President: Dr. David J. Cole  
EEO Officer: Stephanie Price

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |       |      |       | % OF Goals Met Based on Adjusted Availability |       |       |      |
|--------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|-----|------|--|------|------|------|-------|------|-------|---|-------|-------|------|
|              | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF  | BF   | WM   | BM   | OM   | WF   | BF    | OF   | TOTAL | BM  | WF    | BF    |      |
| E3E          | #                             | 14   | 4    | 3    | 14   | 8    | 5     | 48  | 4.6  | 27.3 | 5.4              | NO  | NO   | NO   | 3    |      | 2    | 2     | 1    | 1     | 9   |       |       |      |
|              | %                             | 29.2 | 8.3  | 6.3  | 29.2 | 16.7 | 10.4  | 100   |      |      |                  | NO  | NO   | NO   | 33.3 | 0.0  | 22.2 | 22.2  | 11.1 | 11.1  | 100   | YES   | YES   | YES  |
| E3F          | #                             | 2    |      |      | 4    |      | 2     | 8   | 9.2  | 23.9 | 15.0             |     | *    |  | 1    |      |      | 1     |      |       | 2   |       |       |      |
|              | %                             | 25   |      |      | 50   |      | 25    | 100   | 9.2  | 23.9 | 15.0             | 9.2 | NO   | 15.0                                       | 50.0 | 0.0  | 0.0  | 50.0  | 0.0  | 0.0   | 100   | 0.0%  | YES   | 0.0% |
| E4A          | #                             | 26   | 10   | 6    | 5    | 10   | 1     | 58  | 14.7 | 6.6  | 3.7              | NO  | NO   | NO   | 8    | 2    | 2    | 3     | 4    | 1     | 20  |       |       |      |
|              | %                             | 44.8 | 17.2 | 10.3 | 8.6  | 17.2 | 1.7   | 100   |      |      |                  | NO  | NO   | NO   | 40.0 | 10.0 | 10.0 | 15.0  | 20.0 | 5.0   | 100   | YES   | YES   | YES  |
| E5A          | #                             | 1    |      |      | 8    | 9    | 2     | 20  | 2.4  | 61.8 | 14.4             |     | *    |  | 1    |      | 1    | 3     | 1    |       | 6   |       |       |      |
|              | %                             | 5    |      |      | 40   | 45   | 10    | 100   | 2.4  | 61.8 | 14.4             | 2.4 | 21.8 | NO   | 16.7 | 0.0  | 16.7 | 50.0  | 16.7 | 0.0   | 100   | 0.0%  | 64.7% | YES  |
| E6A          | #                             | 7    | 2    |      | 65   | 65   | 9     | 148   | 3.0  | 45.2 | 25.3             |     |      |  | 1    | 2    |      | 23    | 18   | 4     | 48  |       |       |      |
|              | %                             | 4.7  | 1.4  |      | 43.9 | 43.9 | 6.1   | 100   | 3.0  | 45.2 | 25.3             | 1.6 | 1.3  | NO   | 2.1  | 4.2  | 0.0  | 47.9  | 37.5 | 8.3   | 100   | 46.7% | 97.1% | YES  |
| E6B          | #                             | 1    | 2    |      |      | 5    |       | 8   | 2.9  | 45.0 | 26.1             |     |      |  |      |      |      |       |      |       |   |       |       |      |
|              | %                             | 12.5 | 25   |      |      | 62.5 |       | 100   | 2.9  | 45.0 | 26.1             | NO  | 45.0 | NO   |      |      |      |       |      |       |   | YES   | 0.0%  | YES  |
| E7A          | #                             | 70   | 37   | 15   |      | 4    |       | 126   | 13.2 | 2.8  | 2.0              |     |      |  | 3    | 7    | 5    |       |      |       | 15  |       |       |      |
|              | %                             | 55.6 | 29.4 | 11.9 |      | 3.2  |       | 100   | 13.2 | 2.8  | 2.0              | NO  | 2.8  | NO   | 20.0 | 46.7 | 33.3 | 0.0   | 0.0  | 0.0   | 100   | YES   | 0.0%  | YES  |
| E8A          | #                             | 3    | 3    | 2    | 3    | 6    |       | 17  | 13.2 | 2.8  | 2.0              |     |      |  |      |      | 1    |       |      |       | 1   |       |       |      |
|              | %                             | 17.6 | 17.6 | 11.8 | 17.6 | 35.3 |       | 100   | 13.2 | 2.8  | 2.0              | NO  | NO   | NO   | 0.0  | 0.0  | 0.0  | 100.0 | 0.0  | 0.0   | 100   | YES   | YES   | YES  |
| E8B          | #                             | 7    | 10   | 2    | 1    | 16   | 3     | 39  | 35.0 | 17.1 | 20.1             |     |      |  | 5    | 4    |      | 2     | 12   | 3     | 26  |       |       |      |
|              | %                             | 17.9 | 25.6 | 5.1  | 2.6  | 41   | 7.7   | 100   | 35.0 | 17.1 | 20.1             | 9.4 | 14.5 | NO   | 19.2 | 15.4 | 0.0  | 7.7   | 46.2 | 11.5  | 100   | 73.1% | 15.2% | YES  |

**NOTE:**

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

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

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

Level of Goal Attainment for 2020:    82.0 percent  
Level of Goal Attainment for 2021:    80.5 percent  
Level of Goal Attainment for 2022:    77.2 percent

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

Agency Director: Dr. Robert Bank M.D.  
EEO Officer: Eleanor Odom Martin

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |     |       | 6<br>% OF Goals Met Based on Adjusted Availability |        |        |     |
|-------------------|------------------------------------|------|------|-----|------|------|-------|---|------|------|-----------------------|------|------|---|------|-----|------|------|-----|-------|--|--------|--------|-----|
|                   | WM                                 | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF   | WM  | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF     | BF     |     |
| E1A               | #                                  | 3    | 2    |     | 2    | 3    |       | 10  | 6.7  | 21.0 | 3.6                   | NO   | 1.0* | NO  | 1    | 2   |      | 1    |     | 4     | YES  | 95.2%* | YES    |     |
|                   | %                                  | 30   | 20   |     | 20   | 30   |       | 100   |      |      |                       |      |      | 25.0  | 50.0 | 0.0 | 0.0  | 25.0 | 0.0 | 100   |  |        |        |     |
| E1B               | #                                  | 36   | 18   | 1   | 71   | 48   | 4     | 178   | 10.8 | 24.3 | 7.4                   | 0.7  | NO   | NO  | 7    | 6   | 1    | 21   | 16  | 3     | 54   | 93.5%  | YES    | YES |
|                   | %                                  | 20.2 | 10.1 | 0.6 | 39.9 | 27   | 2.2   | 100   |      |      |                       |      |      | 13.0  | 11.1 | 1.9 | 38.9 | 29.6 | 5.6 | 100   |  |        |        |     |
| E2A               | #                                  | 40   | 15   | 8   | 176  | 121  | 17    | 377   | 2.3  | 48.7 | 10.1                  | NO   | 2.0  | NO  | 6    | 2   | 1    | 28   | 20  | 5     | 62   | YES    | 95.9%  | YES |
|                   | %                                  | 10.6 | 4    | 2.1 | 46.7 | 32.1 | 4.5   | 100   |      |      |                       |      |      | 9.7   | 3.2  | 1.6 | 45.2 | 32.3 | 8.1 | 100   |  |        |        |     |
| E2B               | #                                  | 98   | 109  | 4   | 437  | 580  | 48    | 1276  | 5.5  | 39.0 | 28.1                  | NO   | 4.8  | NO  | 25   | 26  | 4    | 148  | 183 | 19    | 405  | YES    | 87.7%  | YES |
|                   | %                                  | 7.7  | 8.5  | 0.3 | 34.2 | 45.5 | 3.8   | 100   |      |      |                       |      |      | 6.2   | 6.4  | 1.0 | 36.5 | 45.2 | 4.7 | 100   |  |        |        |     |
| E2C               | #                                  | 70   | 52   | 3   | 163  | 193  | 11    | 492   | 7.5  | 30.1 | 12.4                  | NO   | NO   | NO  | 18   | 11  | 2    | 47   | 55  | 3     | 136  | YES    | YES    | YES |
|                   | %                                  | 14.2 | 10.6 | 0.6 | 33.1 | 39.2 | 2.2   | 100   |      |      |                       |      |      | 13.2  | 8.1  | 1.5 | 34.6 | 40.4 | 2.2 | 100   |  |        |        |     |
| E3A               | #                                  | 1    | 1    |     | 10   | 20   | 1     | 33  | 3.9  | 42.4 | 25.8                  | 0.9* | 12.1 | NO  |      |     |      | 3    | 7   | 1     | 11   | 76.9%* | 71.5%* | YES |
|                   | %                                  | 3    | 3    |     | 30.3 | 60.6 | 3     | 100   |      |      |                       |      |      | 0.0   | 0.0  | 0.0 | 27.3 | 63.6 | 9.1 | 100   |  |        |        |     |
| E3B               | #                                  | 28   | 16   | 3   | 11   | 23   | 2     | 83  | 8.7  | 25.2 | 12.0                  | NO   | 11.9 | NO  | 10   | 2   | 1    | 6    | 4   |       | 23   | YES    | 52.8%  | YES |
|                   | %                                  | 33.7 | 19.3 | 3.6 | 13.3 | 27.7 | 2.4   | 100   |      |      |                       |      |      | 43.5  | 8.7  | 4.3 | 26.1 | 17.4 | 0.0 | 100   |  |        |        |     |
| E4A               | #                                  | 17   | 28   | 1   | 1    | 18   |       | 65  | 21.0 | 6.3  | 5.0                   | NO   | 4.8  | NO  | 7    | 4   |      | 4    |     |       | 15   | YES    | 23.8%  | YES |
|                   | %                                  | 26.2 | 43.1 | 1.5 | 1.5  | 27.7 |       | 100   |      |      |                       |      |      | 46.7  | 26.7 | 0.0 | 26.7 | 0.0  | 0.0 | 100   |  |        |        |     |
| E5A               | #                                  | 4    | 20   |     | 15   | 40   | 3     | 82  | 4.4  | 27.5 | 44.0                  | NO   | 9.2  | NO  | 1    | 14  |      | 14   | 25  | 2     | 56   | YES    | 66.5%  | YES |
|                   | %                                  | 4.9  | 24.4 |     | 18.3 | 48.8 | 3.7   | 100   |      |      |                       |      |      | 1.8   | 25.0 | 0.0 | 25.0 | 44.6 | 3.6 | 100   |  |        |        |     |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    90.5 percent  
Level of Goal Attainment for 2021:    90.6 percent  
Level of Goal Attainment for 2022:    89.3 percent

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

Agency Director: Dr. Robert Bank M.D.  
EEO Officer: Eleanor Odom Martin

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |    |    |    |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|------|-----|---|----|----|----|----|----|-------|--|-------|-------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF  | WM  | BM | OM | WF | BF | OF | TOTAL | BM   | WF    | BF    |
| E5B               | # 29                               | 58   | 2   | 116  | 313  | 7   | 525   | 3.6   | 40.1 | 32.2 | NO                    | 18.0 | NO  |   |    |    |    |    |    |       | YES  | 55.1% | YES   |
|                   | % 5.5                              | 11   | 0.4 | 22.1 | 59.6 | 1.3 | 100   |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
| E6A and E6B       | # 4                                | 3    |     | 96   | 134  | 10  | 247   | 4.1   | 51.1 | 17.3 | 2.9                   | 12.2 | NO  |   |    |    |    |    |    |       | 29.3%  | 76.1% | YES   |
|                   | % 1.6                              | 1.2  |     | 38.9 | 54.3 | 4   | 100   |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
| E7A and E7B       | # 29                               | 17   | 5   | 3    | 1    |     | 55    | 17.5  | 2.2  | 2.7  | NO                    | NO   | 0.9 |   |    |    |    |    |    |       | YES  | YES   | 66.7% |
|                   | % 52.7                             | 30.9 | 9.1 | 5.5  | 1.8  |     | 100   |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
| E8A, E8B, and E8C | # 43                               | 59   | 1   | 16   | 64   | 1   | 184   | 16.2  | 9.4  | 9.0  | NO                    | 0.7  | NO  |   |    |    |    |    |    |       | YES  | 92.6% | YES   |
|                   | % 23.4                             | 32.1 | 0.5 | 8.7  | 34.8 | 0.5 | 100   |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |     |   |    |    |    |    |    |       |  |       |       |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    90.5 percent  
Level of Goal Attainment for 2021:    90.6 percent  
Level of Goal Attainment for 2022:    89.3 percent

## Department of Motor Vehicles

Agency Director: Kevin A. Shwedo  
EEO Officer: Melissa Winstead

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |       |      |     |      | % OF Goals Met Based on Adjusted Availability |     |     |        |        |       |
|--------------|-------------------------------|------|------|-----|------|------|-----|--|------------------|------|------|--|------|------|-------|------|-----|------|---|-----|-----|--------|--------|-------|
|              |                               |      |      |     |      |      |     |  |                  |      |      |  |      |      |       |      |     |      |   |     |     | WM     | BM     | OM    |
| E1           | #                             | 9    | 1    |     | 5    | 4    |     | 19   |                  |      |      |  |      |      | 6     |      |     | 1    | 1   |     | 8   |        |        |       |
|              | %                             | 47.4 | 5.3  |     | 26.3 | 21.1 |     | 100  | 5.7              | 26.8 | 4.8  | 0.4*                                       | 0.5* | NO   | 75.0  |      |     | 12.5 | 12.5  |     | 100 | 93.0%* | 98.1%* | YES   |
| E2           | #                             | 28   | 9    |     | 101  | 79   | 2   | 219  |                  |      |      |  |      |      | 4     | 4    |     | 14   | 19  |     | 41  |        |        |       |
|              | %                             | 12.8 | 4.1  |     | 46.1 | 36.1 | 0.9 | 100  | 6.8              | 29.8 | 13.3 | 2.7  | NO   | NO   | 9.8   | 9.8  |     | 34.1 | 46.3  |     | 100 | 60.3%  | YES    | YES   |
| E3           | #                             | 25   | 11   |     | 6    | 3    |     | 45   |                  |      |      |  |      |      | 3     | 2    |     | 1    |   |     | 6   |        |        |       |
|              | %                             | 55.6 | 24.4 |     | 13.3 | 6.7  |     | 100  | 6.8              | 22.9 | 9.2  | NO   | 9.6  | 2.5  | 50.0  | 33.3 |     | 16.7 |   |     | 100 | YES    | 58.1%  | 72.8% |
| E5           | #                             | 12   | 12   |     | 60   | 93   | 8   | 185  |                  |      |      |  |      |      | 6     | 3    |     | 15   | 28  | 4   | 56  |        |        |       |
|              | %                             | 6.5  | 6.5  |     | 32.4 | 50.3 | 4.3 | 100  | 8.2              | 37.9 | 18.3 | 1.7  | 5.5  | NO   | 10.7  | 5.4  |     | 26.8 | 50.0  | 7.1 | 100 | 79.3%  | 85.5%  | YES   |
| E6           | #                             | 45   | 41   | 3   | 286  | 331  | 22  | 728  |                  |      |      |  |      |      | 26    | 18   | 1   | 83   | 114   | 12  | 254 |        |        |       |
|              | %                             | 6.2  | 5.6  | 0.4 | 39.3 | 45.5 | 3.0 | 100  | 7.7              | 34.0 | 24.3 | 2.1  | NO   | NO   | 10.2  | 7.1  | 0.4 | 32.7 | 44.9  | 4.7 | 100 | 72.7%  | YES    | YES   |
| E8           | #                             | 8    | 2    |     |      |      |     | 10   |                  |      |      |  |      |      | 1     |      |     |      |   |     | 1   |        |        |       |
|              | %                             | 80.0 | 20.0 |     |      |      |     | 100  | 12.1             | 3.8  | 3.9  | NO   | 3.8* | 3.9* | 100.0 |      |     |      |   |     | 100 | YES    | 0.0%*  | 0.0%* |
|              | #                             |      |      |     |      |      |     |  |                  |      |      |  |      |      |       |      |     |      |   |     |     |        |        |       |
|              | %                             |      |      |     |      |      |     |  |                  |      |      |  |      |      |       |      |     |      |   |     |     |        |        |       |
|              | #                             |      |      |     |      |      |     |  |                  |      |      |  |      |      |       |      |     |      |   |     |     |        |        |       |
|              | %                             |      |      |     |      |      |     |  |                  |      |      |  |      |      |       |      |     |      |   |     |     |        |        |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    89.6 percent  
Level of Goal Attainment for 2021:    88.0 percent  
Level of Goal Attainment for 2022:    88.7 percent

## SC Museum Commission

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

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |    |    | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |       |     |
|-------------------|------------------------------------|------|----|------|------|----|-------|---|----|----|-----------------------|------|------|---|------|------|------|------|------|-------|---|-------|-------|-----|
|                   | WM                                 | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF | BF | BM                    | WF   | BF   | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF    | BF    |     |
| E1                | # 3                                |      |    | 2    | 1    |    | 6     |   |    |    | 6.5                   | 28.6 | 5.4  |   |      |      | 1    | 1    |      | 2     |   |       |       |     |
|                   | % 50.0                             |      |    | 33.3 | 16.7 |    | 100   |   |    |    | 6.5                   | NO   | NO   |   |      |      | 50.0 | 50.0 |      | 100   | 0.0%  | YES   | YES   |     |
| E2                | # 5                                | 1    |    | 10   | 4    |    | 20    |   |    |    | 5.5                   | 39.3 | 9.5  |   | 2    | 1    |      | 6    | 1    |       | 10  |       |       |     |
|                   | % 25.0                             | 5.0  |    | 50.0 | 20.0 |    | 100   |   |    |    | 0.5                   | NO   | NO   |   | 20.0 | 10.0 |      | 60.0 | 10.0 |       | 100   | 90.9% | YES   | YES |
| E4 AND E7         | # 3                                | 2    |    | 1    | 1    |    | 7     |   |    |    | 25.6                  | 9.6  | 19.8 |   | 1    |      |      |      |      | 1     |   |       |       |     |
|                   | % 42.9                             | 28.6 |    | 14.3 | 14.3 |    | 100   |   |    |    | NO                    | NO   | 5.5  | 100.0   |      |      |      |      |      | 100   | YES   | YES   | 72.2% |     |
|                   | #                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | %                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | #                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | %                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | #                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | %                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | #                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | %                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | #                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |
|                   | %                                  |      |    |      |      |    |       |   |    |    |                       |      |      |   |      |      |      |      |      |       |   |       |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    100.0 percent  
 Level of Goal Attainment for 2021:    100.0 percent  
 Level of Goal Attainment for 2022:    95.4 percent

## Department of Natural Resources

Agency Director: Robert H. Boyles Jr.

EEO Officer: Eva Smith

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|-----|-----|---|------|-----|------|------|------|-------|--|-------|-------|
|                   | 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                               | 2    |     | 19   | 4    |     | 49    |   |      |      |                       |     |     | 3   | 1    |     | 4    |      |      | 8     |  |       |       |
|                   | % 49.0                             | 4.1  |     | 38.8 | 8.2  |     | 100   | 5.3   | 27.9 | 7.0  | 1.2                   | NO  | NO  | 37.5  | 12.5 |     | 50.0 |      |      | 100   | 77.4%  | YES   | YES   |
| E2A               | # 16                               | 4    |     | 56   | 13   | 2   | 91    | 8.6   | 29.4 | 15.5 | 4.2                   | NO  | 1.2 | 4   | 1    |     | 12   | 1    | 2    | 20    | 51.2%  | YES   | 92.3% |
|                   | % 17.6                             | 4.4  |     | 61.5 | 14.3 | 2.2 | 100   |   |      |      |                       |     |     | 20.0  | 5.0  |     | 60.0 | 5.0  | 10.0 | 100   |  |       |       |
| E2B               | # 137                              |      | 2   | 75   | 2    | 2   | 218   | 0.8   | 33.4 | 1.5  | 0.8                   | NO  | 0.6 | 21  |      | 1   | 22   |      |      | 44    | 0.0%   | YES   | 60.0% |
|                   | % 62.8                             |      | 0.9 | 34.4 | 0.9  | 0.9 | 100   |   |      |      |                       |     |     | 47.7  |      | 2.3 | 50.0 |      |      | 100   |  |       |       |
| E3                | # 116                              | 5    | 3   | 27   | 4    | 1   | 156   | 11.8  | 23.3 | 8.7  | 8.6                   | 6.0 | 6.1 | 32  | 2    |     | 9    | 2    |      | 45    | 27.1%  | 74.2% | 29.9% |
|                   | % 74.4                             | 3.2  | 1.9 | 17.3 | 2.6  | 0.6 | 100   |   |      |      |                       |     |     | 71.1  | 4.4  |     | 20.0 | 4.4  |      | 100   |  |       |       |
| E4A               | # 187                              | 11   | 3   | 17   |      |     | 218   | 26.0  | 7.1  | 3.3  | 21.0                  | NO  | 3.3 | 42  |      | 1   | 5    |      |      | 48    | 19.2%  | YES   | 0.0%  |
|                   | % 85.8                             | 5.0  | 1.4 | 7.8  |      |     | 100   |   |      |      |                       |     |     | 87.5  |      | 2.1 | 10.4 |      |      | 100   |  |       |       |
| E4B               | # 55                               | 5    |     | 3    | 2    |     | 65    | 4.1   | 5.9  | 0.1  | NO                    | 1.3 | NO  | 12  |      |     |      |      |      | 12    | YES  | 78.0% | YES   |
|                   | % 84.6                             | 7.7  |     | 4.6  | 3.1  |     | 100   |   |      |      |                       |     |     | 100.0   |      |     |      |      |      | 100   |  |       |       |
| E6                | # 3                                | 1    |     | 25   | 10   | 1   | 40    | 3.5   | 48.7 | 16.2 | 1.0                   | NO  | NO  |   | 3    |     | 10   | 8    |      | 21    | 71.4%  | YES   | YES   |
|                   | % 7.5                              | 2.5  |     | 62.5 | 25.0 | 2.5 | 100   |   |      |      |                       |     |     |   | 14.3 |     | 47.6 | 38.1 |      | 100   |  |       |       |
| E7                | # 13                               | 4    |     | 3    |      |     | 20    | 9.5   | 2.7  | 2.7  | NO                    | 2.7 | NO  | 7   |      |     |      |      |      | 7     | YES  | 0.0%  | YES   |
|                   | % 65.0                             | 20.0 |     | 15.0 |      |     | 100   |   |      |      |                       |     |     | 100.0   |      |     |      |      |      | 100   |  |       |       |

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

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

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

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

Level of Goal Attainment for 2020:    67.5 percent  
 Level of Goal Attainment for 2021:    69.0 percent  
 Level of Goal Attainment for 2022:    73.1 percent

## Department of Parks, Recreation and Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary E. Teague

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |      |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |    |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |      |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |     |       |
|-------------------|------------------------------------|-----|------|------|------|-----|-------|---|------|------|-----------------------|----|------|---|-----|------|------|------|------|-------|--|-----|-------|
|                   | 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                                |     |      | 5    |      |     | 12    | 4.2   | 31.6 | 6.2  | 4.2*                  | NO | 6.2* | 2   |     |      |      |      | 1    | 3     | 0.0%*  | YES | 0.0%* |
|                   | % 58.3                             |     |      | 41.7 |      |     | 100   |   |      |      |                       |    | 66.7 |   |     |      |      |      | 33.3 | 100   |  |     |       |
| E2                | # 18                               |     |      | 27   | 6    | 2   | 53    | 4.0   | 34.1 | 8.5  | 4.0                   | NO | NO   | 4   |     |      | 6    | 2    | 1    | 13    | 0.0%   | YES | YES   |
|                   | % 34.0                             |     |      | 50.9 | 11.3 | 3.8 | 100   |   |      |      |                       |    | 30.8 |   |     | 46.2 | 15.4 | 7.7  | 100  |       |  |     |       |
| E2A,B,C and D     | # 87                               | 3   | 1    | 32   |      | 1   | 124   | 10.7  | 21.8 | 6.9  | 8.3                   | NO | 6.9  | 24  |     | 2    | 15   |      | 2    | 43    | 22.4%  | YES | 0.0%  |
|                   | % 70.2                             | 2.4 | 0.8  | 25.8 |      | 0.8 | 100   |   |      |      |                       |    | 55.8 |   | 4.7 | 34.9 |      | 4.7  | 100  |       |  |     |       |
| E3                | #                                  |     | 1    | 1    |      |     | 2     | 5.8   | 18.1 | 6.5  | 5.8*                  | NO | 6.5* |   |     |      |      |      |      |       | 0.0%*  | YES | 0.0%* |
|                   | %                                  |     | 50.0 | 50.0 |      |     | 100   |   |      |      |                       |    |      |   |     |      |      |      |      |       |  |     |       |
| E5 and E5A        | # 16                               | 4   | 1    | 52   | 13   |     | 86    | 4.2   | 38.6 | 6.2  | NO                    | NO | NO   | 2   | 1   | 1    | 14   | 3    | 2    | 23    | YES  | YES | YES   |
|                   | % 18.6                             | 4.7 | 1.2  | 60.5 | 15.1 |     | 100   |   |      |      |                       |    |      | 8.7   | 4.3 | 4.3  | 60.9 | 13.0 | 8.7  | 100   |  |     |       |
| E6                | # 3                                |     |      | 4    |      |     | 7     | 3.9   | 48.9 | 23.4 | 3.9*                  | NO | 23.4 | 1   |     |      | 5    |      |      | 6     | 0.0%*  | YES | 0.0%  |
|                   | % 42.9                             |     |      | 57.1 |      |     | 100   |   |      |      |                       |    | 16.7 |   |     | 83.3 |      |      |      | 100   |  |     |       |
| E7                | # 47                               | 3   |      | 3    |      |     | 53    | 10.4  | 5.1  | 5.3  | 4.7                   | NO | 5.3  | 14  |     |      | 1    |      |      | 15    | 54.8%  | YES | 0.0%  |
|                   | % 88.7                             | 5.7 |      | 5.7  |      |     | 100   |   |      |      |                       |    | 93.3 |   |     | 6.7  |      |      |      | 100   |  |     |       |
| E8                | # 36                               | 3   |      | 6    | 2    |     | 47    | 20.5  | 2.7  | 2.5  | 14.1                  | NO | NO   | 24  | 1   |      | 5    |      |      | 30    | 31.2%  | YES | YES   |
|                   | % 76.6                             | 6.4 |      | 12.8 | 4.3  |     | 100   |   |      |      |                       |    | 80.0 | 3.3   |     | 16.7 |      |      |      | 100   |  |     |       |
|                   | #                                  |     |      |      |      |     |       |   |      |      |                       |    |      |   |     |      |      |      |      |       |  |     |       |
|                   | %                                  |     |      |      |      |     |       |   |      |      |                       |    |      |   |     |      |      |      |      |       |  |     |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    83.5 percent  
 Level of Goal Attainment for 2021:    75.5 percent  
 Level of Goal Attainment for 2022:    68.9 percent

## Patriot's Point Authority

Agency Director: Robert Burdette, Interim  
EEO Officer: Alexis Stokes

| EEO CATEGORY   | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |    |      |      |     |       | % OF Goals Met Based on Adjusted Availability |       |      |
|----------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------|-----|--|-------|----|------|------|-----|-------|---|-------|------|
|                | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM   | BM    | OM | WF   | BF   | OF  | TOTAL | BM  | WF    | BF   |
| E1 and E2      | #                             | 12   |      |      | 8    | 2    | 22    |   |      |      |                  |      | 1   |  |       | 1  | 2    |      | 4   |       |   |       |      |
|                | %                             | 54.5 |      |      | 36.4 | 9.1  | 100   | 5.0   | 36.5 | 7.5  | 5.0              | 0.1  | NO  | 25.0                                       |       |    | 25.0 | 50.0 |     | 100   | 0.0%  | 99.7% | YES  |
| E3, E5, and E6 | #                             | 2    | 1    |      | 1    |      | 4     |   |      |      |                  |      |     | 1  |       |    | 1    |      | 2   |       |   |       |      |
|                | %                             | 50.0 | 25.0 |      | 25.0 |      | 100   | 3.3   | 31.9 | 9.9  | NO               | 6.9  | 9.9 |  | 50.0  |    |      | 50.0 |     | 100   | YES   | 78.4% | 0.0% |
| E4             | #                             | 3    |      | 4    | 1    |      | 8     |   |      |      |                  |      | 1   |  |       | 1  |      |      | 2   |       |   |       |      |
|                | %                             | 37.5 |      | 50.0 | 12.5 |      | 100   | 6.4   | 35.4 | 7.3  | 6.4              | 22.9 | 7.3 | 50.0                                       |       |    | 50.0 |      | 100 | 0.0%  | 35.3%   | 0.0%  |      |
| E7             | #                             | 11   | 7    | 1    |      |      | 19    |   |      |      |                  |      |     | 1  |       |    |      |      | 1   |       |   |       |      |
|                | %                             | 57.9 | 36.8 | 5.3  |      |      | 100   | 19.3  | 5.3  | 1.5  | NO               | 5.3  | 1.5 |  | 100.0 |    |      |      | 100 | YES   | 0.0%  | 0.0%  |      |
| E8             | #                             |      | 1    |      | 3    | 3    | 7     |   |      |      |                  |      |     | 1  |       |    |      |      | 1   |       |   |       |      |
|                | %                             |      | 14.3 |      | 42.9 | 42.9 | 100   | 13.2  | 18.3 | 17.4 | NO               | NO   | NO  |  | 100.0 |    |      |      | 100 | YES   | YES   | YES   |      |
|                | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |       |    |      |      |     |       |   |       |      |
|                | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |       |    |      |      |     |       |   |       |      |
|                | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |       |    |      |      |     |       |   |       |      |
|                | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |       |    |      |      |     |       |   |       |      |
|                | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |       |    |      |      |     |       |   |       |      |
|                | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |       |    |      |      |     |       |   |       |      |

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

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

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

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

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

Level of Goal Attainment for 2020:    72.7 percent  
 Level of Goal Attainment for 2021:    75.9 percent  
 Level of Goal Attainment for 2022:    73.9 percent

## South Carolina Ports Authority (Page 1 of 2)

Agency Director: Barbara Melvin  
EEO Officer: Beverly Cowart

| 1            | 2                             |      |      |     |      |      |       | 3   |      |     | 4                |     |     | 5  |      |      |      |      |      |       | 6   |       |       |
|--------------|-------------------------------|------|------|-----|------|------|-------|---|------|-----|------------------|-----|-----|--|------|------|------|------|------|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |     | UNDERUTILIZATION |     |     | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF  | BM               | WF  | BF  | WM   | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF    | BF    |
| E1           | #                             | 23   | 4    | 1   | 6    | 1    | 35    | 4.1   | 19.8 | 2.5 |                  | *   |     | 5  | 3    |      | 3    |      |      | 11    |   | *     |       |
|              | %                             | 65.7 | 11.4 | 2.9 | 17.1 | 2.9  | 100   |   |      |     | NO               | 2.7 | NO  | 45.5                                       | 27.3 | 0.0  | 27.3 | 0.0  | 0.0  | 100   | YES   | 86.4% | YES   |
| E2A          | #                             | 23   | 6    |     | 6    | 2    | 38    | 5.5   | 21.4 | 3.5 |                  |     |     | 9  | 1    |      |      |      |      | 10    |   |       |       |
|              | %                             | 60.5 | 15.8 |     | 15.8 | 5.3  | 100   |   |      |     | NO               | 5.6 | NO  | 90.0                                       | 10.0 | 0.0  | 0.0  | 0.0  | 0.0  | 100   | YES   | 73.8% | YES   |
| E2B          | #                             | 24   | 2    | 2   | 24   | 4    | 58    | 5.6   | 32.1 | 7.9 |                  | *   |     | 6  | 1    | 1    | 4    | 2    | 1    | 15    |   |       | *     |
|              | %                             | 41.4 | 3.4  | 3.4 | 41.4 | 6.9  | 100   |   |      |     | 2.2              | NO  | 1.0 | 40.0                                       | 6.7  | 6.7  | 26.7 | 13.3 | 6.7  | 100   | 60.7%   | YES   | 87.3% |
| E3           | #                             | 15   | 2    | 1   | 2    | 3    | 25    | 10.7  | 16.5 | 4.4 |                  | *   |     | 3  |      |      |      |      | 1    | 4     |   | *     |       |
|              | %                             | 60   | 8    | 4   | 8    | 12   | 100   |   |      |     | 2.7              | 8.5 | NO  | 75.0                                       | 0.0  | 0.0  | 0.0  | 0.0  | 25.0 | 100   | 74.8%   | 48.5% | YES   |
| E4A          | #                             | 14   | 1    | 2   | 3    | 1    | 22    | 17.3  | 11.5 | 1.9 |                  |     |     | 5  |      | 1    | 1    |      |      | 7     |   |       |       |
|              | %                             | 63.6 | 4.5  | 9.1 | 13.6 | 4.5  | 100   |   |      |     | 12.8             | NO  | NO  | 71.4                                       | 0.0  | 14.3 | 14.3 | 0.0  | 0.0  | 100   | 26.0%   | YES   | YES   |
| E4B          | #                             | 9    | 18   | 3   | 7    | 15   | 53    | 15.1  | 15.6 | 7.2 |                  |     |     | 1  | 1    | 1    | 1    | 2    |      | 6     |   |       |       |
|              | %                             | 17   | 34   | 5.7 | 13.2 | 28.3 | 100   |   |      |     | NO               | 2.4 | NO  | 16.7                                       | 16.7 | 16.7 | 16.7 | 33.3 | 0.0  | 100   | YES   | 84.6% | YES   |
| E5           | #                             | 27   | 13   | 1   | 27   | 8    | 80    | 9.5   | 38.4 | 9.8 |                  |     |     | 17   | 4    |      | 4    | 3    |      | 28    |   |       |       |
|              | %                             | 33.8 | 16.3 | 1.3 | 33.8 | 10   | 100   |   |      |     | NO               | 4.6 | NO  | 60.7                                       | 14.3 | 0.0  | 14.3 | 10.7 | 0.0  | 100   | YES   | 88.0% | YES   |
| E7A          | #                             | 38   | 4    | 2   |      | 1    | 45    | 16.6  | 7.8  | 6.7 |                  |     |     | 7  |      |      |      |      |      | 7     |   |       |       |
|              | %                             | 84.4 | 8.9  | 4.4 |      | 2.2  | 100   |   |      |     | 7.7              | 7.8 | 4.5 | 100.0                                      | 0.0  | 0.0  | 0.0  | 0.0  | 0.0  | 100   | 53.6%   | 0.0%  | 32.8% |
| E7B          | #                             | 110  | 11   | 9   |      |      | 130   | 17.1  | 1.9  | 0.6 |                  | *   |     | 44   | 6    | 3    |      |      |      | 53    |   |       | *     |
|              | %                             | 84.6 | 8.5  | 6.9 |      |      | 100   |   |      |     | 8.6              | 1.9 | 0.6 | 83.0                                       | 11.3 | 5.7  | 0.0  | 0.0  | 0.0  | 100   | 49.7%   | 0.0%  | 0.0%  |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    81.2 percent  
Level of Goal Attainment for 2021:    84.8 percent  
Level of Goal Attainment for 2022:    72.6 percent

## South Carolina Ports Authority (Page 2 of 2)

Agency Director: Barbara Melvin  
EEO Officer: Beverly Cowart

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |     |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |     |     | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |     |     |     |       | 6<br>% OF Goals Met Based on Adjusted 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               | #                                  | 260  | 174  | 29  | 3   | 6   | 472   | 42.4  | 2.0 | 6.0 | 5.5                   | 1.4 | 4.7 | 164   | 106  | 29  | 3   | 6   |     | 308   | 87.0%  | 30.0% | 21.7% |
|                   | %                                  | 55.1 | 36.9 | 6.1 | 0.6 | 1.3 | 100   |   |     |     |                       |     |     | 53.2  | 34.4 | 9.4 | 1.0 | 1.9 | 0.0 | 100   |  |       |       |
|                   | #                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | %                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | #                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | %                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | #                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | %                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | #                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | %                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | #                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | %                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | #                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |
|                   | %                                  |      |      |     |     |     |       |   |     |     |                       |     |     |   |      |     |     |     |     |       |  |       |       |

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

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

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

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

Level of Goal Attainment for 2020:    81.2 percent  
Level of Goal Attainment for 2021:    84.8 percent  
Level of Goal Attainment for 2022:    72.6 percent

## Department of Probation, Parole, and Pardon Services

Agency Director: Jerry B. Adger  
EEO Officer: Paul Angus

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |       |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |     |
|-------------------|------------------------------------|------|-----|------|------|------|-------|---|------|------|-----------------------|-----|----|---|------|-----|------|-------|------|-------|---|-------|-----|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF | WM  | BM   | OM  | WF   | BF    | OF   | TOTAL | BM  | WF    | BF  |
| E1                | # 6                                | 3    |     | 2    | 6    | 1    | 18    |   |      |      |                       |     |    | 4   |      |     | 1    |       | 1    | 6     |   |       |     |
|                   | % 33.3                             | 16.7 |     | 11.1 | 33.3 | 5.6  | 100   | 8.9   | 19.3 | 10.1 | NO                    | 8.2 | NO | 66.7  |      |     | 16.7 |       | 16.7 | 100   | YES   | 57.5% | YES |
| E2                | # 15                               | 17   | 2   | 69   | 104  | 5    | 212   |   |      |      |                       |     |    | 4   | 5    |     | 27   | 44    | 3    | 83    |   |       |     |
|                   | % 7.1                              | 8.0  | 0.9 | 32.5 | 49.1 | 2.4  | 100   | 7.7   | 36.0 | 22.5 | NO                    | 3.5 | NO | 4.8   | 6.0  |     | 32.5 | 53.0  | 3.6  | 100   | YES   | 90.3% | YES |
| E2A               | # 125                              | 54   | 9   | 87   | 67   | 2    | 344   |   |      |      |                       |     |    | 77  | 27   | 10  | 45   | 39    | 2    | 200   |   |       |     |
|                   | % 36.3                             | 15.7 | 2.6 | 25.3 | 19.5 | 0.6  | 100   | 18.7  | 6.6  | 5.9  | 3.0                   | NO  | NO | 38.5  | 13.5 | 5.0 | 22.5 | 19.5  | 1.0  | 100   | 84.0%   | YES   | YES |
| E3                | # 2                                | 1    |     | 1    | 3    | 1    | 8     |   |      |      |                       |     |    | 1   | 1    |     |      | 1     |      | 3     |   |       | *   |
|                   | % 25.0                             | 12.5 |     | 12.5 | 37.5 | 12.5 | 100   | 10.1  | 19.4 | 18.1 | NO                    | 6.9 | NO | 33.3  | 33.3 |     |      | 33.3  |      | 100   | YES   | 64.4% | YES |
| E5                | # 1                                |      |     | 13   | 16   | 1    | 31    |   |      |      |                       |     |    | 1   |      |     | 5    | 8     | 1    | 15    |   |       |     |
|                   | % 3.2                              |      |     | 41.9 | 51.6 | 3.2  | 100   | 6.2   | 41.8 | 24.7 | 6.2                   | NO  | NO | 6.7   |      |     | 33.3 | 53.3  | 6.7  | 100   | 0.0%  | YES   | YES |
| E6 and E8         | # 1                                |      |     | 18   | 18   |      | 37    |   |      |      |                       |     |    |   |      |     |      | 4     |      | 4     |   |       |     |
|                   | % 2.7                              |      |     | 48.6 | 48.6 |      | 100   | 12.6  | 37.2 | 19.3 | 12.6                  | NO  | NO |   |      |     |      | 100.0 |      | 100   | 0.0%  | YES   | YES |
|                   | #                                  |      |     |      |      |      |       |   |      |      |                       |     |    |   |      |     |      |       |      |       |   |       |     |
|                   | %                                  |      |     |      |      |      |       |   |      |      |                       |     |    |   |      |     |      |       |      |       |   |       |     |
|                   | #                                  |      |     |      |      |      |       |   |      |      |                       |     |    |   |      |     |      |       |      |       |   |       |     |
|                   | %                                  |      |     |      |      |      |       |   |      |      |                       |     |    |   |      |     |      |       |      |       |   |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    90.5 percent  
Level of Goal Attainment for 2021:    85.0 percent  
Level of Goal Attainment for 2022:    83.1 percent

## Public Employee Benefit Authority

Agency Director: Peggy G. Boykin  
EEO Officer: Kim Brown

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |       |     |
|-------------------|------------------------------------|------|----|------|------|-----|-------|---|------|------|-----------------------|------|-----|---|------|----|------|------|----|-------|---|-------|-------|-----|
|                   | WM                                 | BM   | OM | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF  | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF    |     |
| E1                | # 7                                |      |    | 11   | 3    |     | 21    | 5.3   | 28.1 | 7.1  | 5.3                   | NO   | NO  |   |      |    |      |      |    |       | 0.0%  | YES   | YES   |     |
|                   | % 33.3                             |      |    | 52.4 | 14.3 |     | 100   |   |      |      |                       |      |     |   |      |    |      |      |    |       |   |       |       |     |
| E2                | # 40                               | 14   |    | 58   | 75   | 3   | 190   | 6.8   | 41.7 | 19.4 | NO                    | 11.2 | NO  | 6   | 3    |    | 4    | 16   |    | 29    | YES   | 73.1% | YES   |     |
|                   | % 21.1                             | 7.4  |    | 30.5 | 39.5 | 1.6 | 100   |   |      |      |                       |      |     | 20.7  | 10.3 |    | 13.8 | 55.2 |    | 100   |   |       |       |     |
| E3                | # 19                               | 3    |    | 5    | 2    | 2   | 31    | 7.9   | 17.1 | 10.0 | NO                    | 1.0  | 3.5 | 2   |      |    |      |      |    | 2     | YES   | 94.2% | *     |     |
|                   | % 61.3                             | 9.7  |    | 16.1 | 6.5  | 6.5 | 100   |   |      |      |                       |      |     | 100.0   |      |    |      |      |    | 100   |   |       | 65.0% |     |
| E5                | # 1                                |      |    | 1    | 1    |     | 3     | 8.4   | 36.1 | 27.1 | 8.4                   | *    | 2.8 |   |      |    |      |      |    |       | 0.0%  | *     | 92.2% | YES |
|                   | % 33.3                             |      |    | 33.3 | 33.3 |     | 100   |   |      |      |                       |      | NO  |   |      |    |      |      |    |       |   |       |       |     |
| E6 and E8         | #                                  | 1    |    | 1    | 5    |     | 7     | 14.4  | 23.2 | 27.0 | 0.1                   | *    | 8.9 |   |      |    |      |      |    |       | 99.3%   | *     | 61.6% | YES |
|                   | %                                  | 14.3 |    | 14.3 | 71.4 |     | 100   |   |      |      |                       |      | NO  |   |      |    |      |      |    |       |   |       |       |     |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |      |     |   |      |    |      |      |    |       |   |       |       |     |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |      |     |   |      |    |      |      |    |       |   |       |       |     |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |      |     |   |      |    |      |      |    |       |   |       |       |     |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |      |     |   |      |    |      |      |    |       |   |       |       |     |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |      |     |   |      |    |      |      |    |       |   |       |       |     |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |      |     |   |      |    |      |      |    |       |   |       |       |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    87.7 percent  
Level of Goal Attainment for 2021:    82.7 percent  
Level of Goal Attainment for 2022:    84.7 percent

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

Agency Director: Leroy Smith  
EEO Officer: Tonya Chambers

| 1            | 2                             |      |      |     |      |      |       | 3   |      |      | 4                |      |       | 5  |       |     |       |      |     |       | 6   |       |       |
|--------------|-------------------------------|------|------|-----|------|------|-------|---|------|------|------------------|------|-------|--|-------|-----|-------|------|-----|-------|---|-------|-------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |       | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |     |       |      |     |       | % OF Goals Met Based on Adjusted Availability |       |       |
|              | 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    | 1    | 11    | 8.0   | 26.6 | 10.1 | NO               | NO   | 1.0 * |  |       |     | 1     |      |     | 1     | YES   | YES   | 90.1% |
|              | %                             | 36.4 | 27.3 |     | 27.3 | 9.1  | 100   |   |      |      |                  |      |       | 0.0  | 0.0   | 0.0 | 100.0 | 0.0  | 0.0 | 100   |   |       |       |
| E2A          | #                             | 23   | 6    |     | 23   | 20   | 74    | 11.6  | 15.8 | 4.6  | 3.5              | NO   | NO    |  | 7     | 3   | 2     | 10   | 7   | 29    | 69.8%   | YES   | YES   |
|              | %                             | 31.1 | 8.1  |     | 31.1 | 27   | 100   |   |      |      |                  |      |       | 24.1                                       | 10.3  | 6.9 | 34.5  | 24.1 | 0.0 | 100   |   |       |       |
| E2B          | #                             | 322  | 50   | 8   | 10   | 7    | 397   | 12.7  | 9.2  | 5.5  | 0.1 *            | 6.7  | 3.7   | 84   | 8     | 2   | 1     | 1    |     | 96    | 99.2%   | 27.2% | 32.7% |
|              | %                             | 81.1 | 12.6 | 2   | 2.5  | 1.8  | 100   |   |      |      |                  |      |       | 87.5                                       | 8.3   | 2.1 | 1.0   | 1.0  | 0.0 | 100   |   |       |       |
| E2C          | #                             | 14   | 6    | 2   | 34   | 28   | 85    | 8.8   | 26.0 | 8.6  | 1.7              | NO   | NO    | 3  | 2     | 1   | 8     | 3    | 1   | 18    | 80.7%   | YES   | YES   |
|              | %                             | 16.5 | 7.1  | 2.4 | 40   | 32.9 | 100   |   |      |      |                  |      |       | 16.7                                       | 11.1  | 5.6 | 44.4  | 16.7 | 5.6 | 100   |   |       |       |
| E3           | #                             | 21   | 7    |     | 27   | 18   | 77    | 9.2   | 28.2 | 10.0 | 0.1 *            | NO   | NO    | 7  | 5     |     | 11    | 12   | 3   | 38    | 98.9%   | YES   | YES   |
|              | %                             | 27.3 | 9.1  |     | 35.1 | 23.4 | 100   |   |      |      |                  |      |       | 18.4                                       | 13.2  | 0.0 | 28.9  | 31.6 | 7.9 | 100   |   |       |       |
| E4           | #                             | 396  | 94   | 21  | 26   | 15   | 555   | 11.7  | 10.6 | 4.8  | NO               | 5.9  | 2.1   | 90   | 32    | 13  | 4     | 3    | 2   | 144   | YES   | 44.3% | 56.3% |
|              | %                             | 71.4 | 16.9 | 3.8 | 4.7  | 2.7  | 100   |   |      |      |                  |      |       | 62.5                                       | 22.2  | 9.0 | 2.8   | 2.1  | 1.4 | 100   |   |       |       |
| E5           | #                             |      | 1    |     | 9    | 8    | 18    | 6.9   | 28.3 | 8.7  | 1.3 *            | NO   | NO    |  |       |     | 3     | 1    |     | 4     | 81.2%   | YES   | YES   |
|              | %                             |      | 5.6  |     | 50   | 44.4 | 100   |   |      |      |                  |      |       | 0.0  | 0.0   | 0.0 | 75.0  | 25.0 | 0.0 | 100   |   |       |       |
| E6           | #                             | 1    |      |     | 1    | 2    | 4     | 11.1  | 16.7 | 11.6 | 11.1 *           | NO   | NO    |  | 1     |     |       |      |     | 1     | 0.0%  | YES   | YES   |
|              | %                             | 25   |      |     | 25   | 50   | 100   |   |      |      |                  |      |       | 0.0  | 100.0 | 0.0 | 0.0   | 0.0  | 0.0 | 100   |   |       |       |
| E7           | #                             | 6    | 8    | 1   |      | 2    | 17    | 12.3  | 12.6 | 6.6  | NO               | 12.6 | NO    | 1  |       |     |       |      |     | 1     | YES   | 0.0%  | YES   |
|              | %                             | 35.3 | 47.1 | 5.9 |      | 11.8 | 100   |   |      |      |                  |      |       | 100.0                                      | 0.0   | 0.0 | 0.0   | 0.0  | 0.0 | 100   |   |       |       |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    81.5 percent  
Level of Goal Attainment for 2021:    83.7 percent  
Level of Goal Attainment for 2022:    82.1 percent

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

Agency Director: Leroy Smith  
EEO Officer: Tonya Chambers

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |    |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |     | 4<br>UNDERUTILIZATION |      |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |    |    |    |       | 6<br>% OF Goals Met Based on Adjusted Availability |      |     |
|-------------------|------------------------------------|------|------|----|------|----|-------|---|------|-----|-----------------------|------|----|---|----|----|----|----|----|-------|--|------|-----|
|                   | WM                                 | BM   | OM   | WF | BF   | OF | TOTAL | BM  | WF   | BF  | BM                    | WF   | BF | WM  | BM | OM | WF | BF | OF | TOTAL | BM   | WF   | BF  |
| E8                | #                                  | 3    | 3    |    | 1    |    | 7     | 11.3  | 16.4 | 7.3 | NO                    | 16.4 | NO |   |    |    |    |    |    |       | YES  | 0.0% | YES |
|                   | %                                  | 42.9 | 42.9 |    | 14.3 |    | 100   |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | #                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | %                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | #                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | %                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | #                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | %                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | #                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | %                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | #                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | %                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | #                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |
|                   | %                                  |      |      |    |      |    |       |   |      |     |                       |      |    |   |    |    |    |    |    |       |  |      |     |

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

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

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

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

Level of Goal Attainment for 2020:    81.5 percent  
Level of Goal Attainment for 2021:    83.7 percent  
Level of Goal Attainment for 2022:    82.1 percent

## Public Service Commission

Agency Director: Jocelyn Boyd  
EEO Officer: Christa Wiebelt

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |    |    |      |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |    |    | 4<br>UNDERUTILIZATION |      |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |      |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |    |     |      |
|-------------------|------------------------------------|----|----|------|------|----|-------|---|----|----|-----------------------|------|-----|---|----|----|------|------|----|-------|---|----|-----|------|
|                   | WM                                 | BM | OM | WF   | BF   | OF | TOTAL | BM  | WF | BF | BM                    | WF   | BF  | WM  | BM | OM | WF   | BF   | OF | TOTAL | BM  | WF | BF  |      |
| E1                | # 4                                |    |    | 3    | 1    |    | 8     |   |    |    | 4.6                   | 32.2 | 7.2 | 2   |    |    | 1    |      |    | 3     | 0.0%  | *  | YES | YES  |
|                   | % 50.0                             |    |    | 37.5 | 12.5 |    | 100   |   |    |    | 4.6                   | NO   | NO  | 66.7  |    |    | 33.3 |      |    | 100   | 0.0%  | *  | YES | YES  |
| E2                | # 2                                |    |    | 7    |      |    | 9     |   |    |    | 3.2                   | 37.7 | 5.2 |   |    |    | 4    | 1    |    | 5     | 0.0%  | *  | YES | 0.0% |
|                   | % 22.2                             |    |    | 77.8 |      |    | 100   |   |    |    | 3.2                   | NO   | 5.2 |   |    |    | 80.0 | 20.0 |    | 100   | 0.0%  | *  | YES | 0.0% |
| E3 AND E5         | # 1                                |    |    | 8    | 2    |    | 11    |   |    |    | 4.8                   | 38.4 | 9.4 |   |    |    |      |      |    |       | 0.0%  | *  | YES | YES  |
|                   | % 9.1                              |    |    | 72.7 | 18.2 |    | 100   |   |    |    | 4.8                   | NO   | NO  |   |    |    |      |      |    |       | 0.0%  | *  | YES | YES  |
|                   | #                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | %                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | #                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | %                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | #                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | %                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | #                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | %                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | #                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |
|                   | %                                  |    |    |      |      |    |       |   |    |    |                       |      |     |   |    |    |      |      |    |       |   |    |     |      |

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

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

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

Level of Goal Attainment for 2020:    94.2 percent  
Level of Goal Attainment for 2021:    100.0 percent  
Level of Goal Attainment for 2022:    100.0 percent

## Office of Regulatory Staff

Agency Director: Nanette Edwards

EEO Officer: Joye Lang

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |       | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |    |      |     |     |       | % OF Goals Met Based on Adjusted Availability |      |        |
|--------------|-------------------------------|------|------|------|------|-----|-------|---|------|------|------------------|------|-------|--|-----|----|------|-----|-----|-------|---|------|--------|
|              | 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     |   |      |      |                  |      |       | 1  |     |    |      |     |     | 1     |   |      |        |
|              | % 50.0                        |      |      | 50.0 |      |     | 100   | 4.7   | 20.9 | 2.7  | 4.7 *            | NO   | 2.7 * | 100.0                                      |     |    |      |     |     | 100   | 0.0% *  | YES  | 0.0% * |
| E2           | # 33                          | 4    | 2    | 27   | 12   | 1   | 79    |   |      |      |                  |      |       | 9  | 1   |    | 7    | 2   | 2   | 21    |   |      |        |
|              | % 41.8                        | 5.1  | 2.5  | 34.2 | 15.2 | 1.3 | 100   | 5.3   | 29.0 | 10.9 | 0.2 *            | NO   | NO    | 42.9                                       | 4.8 |    | 33.3 | 9.5 | 9.5 | 100   | 96.2% *                                       | YES  | YES    |
| E3           | # 6                           | 1    | 1    |      |      |     | 8     |   |      |      |                  |      |       |  |     |    |      |     |     |       |   |      |        |
|              | % 75.0                        | 12.5 | 12.5 |      |      |     | 100   | 13.5  | 13.7 | 7.4  | 1.0 *            | 13.7 | 7.4 * |  |     |    |      |     |     |       | 92.6% *                                       | 0.0% | 0.0% * |
| E5           | #                             |      |      | 1    | 1    |     | 2     |   |      |      |                  |      |       |  |     |    |      |     |     |       |   |      |        |
|              | %                             |      |      | 50.0 | 50.0 |     | 100   | 4.5   | 30.4 | 18.0 | 4.5 *            | NO   | NO    |  |     |    |      |     |     |       | 0.0%  | YES  | YES    |
|              | #                             |      |      |      |      |     |       |   |      |      |                  |      |       |  |     |    |      |     |     |       |   |      |        |
|              | %                             |      |      |      |      |     |       |   |      |      |                  |      |       |  |     |    |      |     |     |       |   |      |        |
|              | #                             |      |      |      |      |     |       |   |      |      |                  |      |       |  |     |    |      |     |     |       |   |      |        |
|              | %                             |      |      |      |      |     |       |   |      |      |                  |      |       |  |     |    |      |     |     |       |   |      |        |
|              | #                             |      |      |      |      |     |       |   |      |      |                  |      |       |  |     |    |      |     |     |       |   |      |        |
|              | %                             |      |      |      |      |     |       |   |      |      |                  |      |       |  |     |    |      |     |     |       |   |      |        |

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

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

Level of Goal Attainment for 2020:    81.5 percent  
 Level of Goal Attainment for 2021:    91.0 percent  
 Level of Goal Attainment for 2022:    86.1 percent

## Retirement System Investment Commission

Agency Director: Michael Hitchcock

EEO Officer: Sally Fulkert

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |    |    |      |      |    |       | Adjusted Availability%<br>(Qualified Labor Pool) | UNDERUTILIZATION |    |       | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |      |    |    |      |    | % OF Goals Met Based on Adjusted Availability |       |        |       |        |
|--------------|-------------------------------|----|----|------|------|----|-------|--|------------------|----|-------|--|-------|------|----|----|------|----|---|-------|--------|-------|--------|
|              |                               |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | WM                            | BM | OM | WF   | BF   | OF | TOTAL | BM   | WF               | BF | BM    | WF   | BF    | WM   | BM | OM | WF   | BF | OF  | TOTAL | BM     | WF    | BF     |
| E1           | # 3                           |    |    | 1    |      |    | 4     |  |                  |    | 2.6 * | NO   | 1.7 * |      |    |    |      |    |   |       | 0.0% * | YES   | 0.0% * |
|              | % 75.0                        |    |    | 25.0 |      |    | 100   |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
| E2           | # 22                          |    |    | 7    | 2    |    | 31    |  |                  |    | 3.0 * | 8.0  | NO    | 7    |    |    | 1    |    |   | 8     | 0.0% * | 73.9% | YES    |
|              | % 71.0                        |    |    | 22.6 | 6.5  |    | 100   |  |                  |    |       |  |       | 87.5 |    |    | 12.5 |    |   | 100   |        |       |        |
| E3, E5 & E6  | #                             |    |    | 2    | 1    |    | 3     |  |                  |    | 5.6 * | NO   | NO    |      |    |    |      |    |   |       | 0.0% * | YES   | YES    |
|              | %                             |    |    | 66.7 | 33.3 |    | 100   |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | #                             |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | %                             |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | #                             |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | %                             |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | #                             |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | %                             |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | #                             |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |
|              | %                             |    |    |      |      |    |       |  |                  |    |       |  |       |      |    |    |      |    |   |       |        |       |        |

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

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

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

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

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

Level of Goal Attainment for 2020:    82.9 percent  
 Level of Goal Attainment for 2021:    84.8 percent  
 Level of Goal Attainment for 2022:    94.8 percent

## Department of Revenue

Agency Director: W. Hartley Powell  
EEO Officer: Angela Stroud

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |     |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|------|----|---|------|----|------|------|------|-------|--|-------|-----|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF | WM  | BM   | OM | WF   | BF   | OF   | TOTAL | BM   | WF    | BF  |
| E1                | # 18                               | 4    |     | 21   | 9    |     | 52    |   |      |      |                       |      |    | 4   | 2    |    | 2    | 1    |      | 9     |  |       |     |
|                   | % 34.6                             | 7.7  |     | 40.4 | 17.3 |     | 100   | 5.9   | 25.8 | 7.9  | NO                    | NO   | NO | 44.4  | 22.2 |    | 22.2 | 11.1 |      | 100   | YES  | YES   | YES |
| E2                | # 132                              | 24   | 4   | 151  | 108  | 12  | 431   | 10.4  | 36.7 | 13.7 | 4.8                   | 1.7  | NO | 31  | 4    |    | 42   | 25   | 2    | 104   | 53.8%  | 95.4% | YES |
|                   | % 30.6                             | 5.6  | 0.9 | 35.0 | 25.1 | 2.8 | 100   |   |      |      |                       |      |    | 29.8  | 3.8  |    | 40.4 | 24.0 | 1.9  | 100   |  |       |     |
| E3                | # 7                                | 4    | 2   | 7    | 4    | 2   | 26    | 8.3   | 20.4 | 12.5 | NO                    | NO   | NO | 3   | 3    |    | 1    | 2    | 2    | 11    |  |       |     |
|                   | % 26.9                             | 15.4 | 7.7 | 26.9 | 15.4 | 7.7 | 100   |   |      |      |                       |      |    | 27.3  | 27.3 |    | 9.1  | 18.2 | 18.2 | 100   | YES  | YES   | YES |
| E4                | # 7                                | 4    |     |      | 1    |     | 12    | 18.4  | 5.4  | 2.5  | NO                    | 5.4  | NO | 2   | 1    |    |      |      |      | 3     | YES  | 0.0%  | YES |
|                   | % 58.3                             | 33.3 |     |      | 8.3  |     | 100   |   |      |      |                       |      |    | 66.7  | 33.3 |    |      |      |      | 100   |  |       |     |
| E5                | # 11                               | 5    |     | 17   | 32   | 3   | 68    | 14.3  | 35.9 | 23.0 | 6.9                   | 10.9 | NO | 6   | 1    |    | 2    | 13   | 2    | 24    | 51.7%  | 69.6% | YES |
|                   | % 16.2                             | 7.4  |     | 25.0 | 47.1 | 4.4 | 100   |   |      |      |                       |      |    | 25.0  | 4.2  |    | 8.3  | 54.2 | 8.3  | 100   |  |       |     |
| E6                | # 3                                | 4    |     | 7    | 12   | 1   | 27    | 5.8   | 41.1 | 26.2 | NO                    | 15.2 | NO | 1   | 1    |    |      | 1    |      | 3     | YES  | 63.0% | YES |
|                   | % 11.1                             | 14.8 |     | 25.9 | 44.4 | 3.7 | 100   |   |      |      |                       |      |    | 33.3  | 33.3 |    |      | 33.3 |      | 100   |  |       |     |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |    |   |      |    |      |      |      |       |  |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |    |   |      |    |      |      |      |       |  |       |     |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |      |    |   |      |    |      |      |      |       |  |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |      |    |   |      |    |      |      |      |       |  |       |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    100.0 percent  
Level of Goal Attainment for 2021:    99.8 percent  
Level of Goal Attainment for 2022:    90.2 percent

## Revenue and Fiscal Affairs Office

Agency Director: Frank Rainwater  
EEO Officer: Christa Wiebelt

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |    |    | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |    |      |      |     |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |      |
|-------------------|------------------------------------|------|------|------|------|-----|-------|---|----|----|-----------------------|------|------|---|-----|----|------|------|-----|-------|---|-------|------|
|                   | WM                                 | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF | BF | BM                    | WF   | BF   | WM  | BM  | OM | WF   | BF   | OF  | TOTAL | BM  | WF    | BF   |
| E1                | # 9                                |      |      | 9    |      |     | 18    |   |    |    | 5.5                   | 26.8 | 7.9  | 4   |     |    | 4    |      |     | 8     | 0.0%  | YES   | 0.0% |
|                   | % 50.0                             |      |      | 50.0 |      |     | 100   |   |    |    | 5.5                   | NO   | 7.9  | 50.0  |     |    | 50.0 |      |     | 100   |   |       |      |
| E2                | # 13                               | 1    |      | 13   | 4    | 3   | 34    |   |    |    | 6.1                   | 27.3 | 10.7 | 5   | 1   |    | 7    | 3    | 1   | 17    | 47.5%   | YES   | YES  |
|                   | % 38.2                             | 2.9  |      | 38.2 | 11.8 | 8.8 | 100   |   |    |    | 6.1                   |      |      | 29.4  | 5.9 |    | 41.2 | 17.6 | 5.9 | 100   |   |       |      |
| E3                | # 4                                | 1    | 1    | 1    |      |     | 7     |   |    |    | 8.6                   | 16.3 | 7.4  |   |     |    |      |      |     |       | YES   | 87.7% | 0.0% |
|                   | % 57.1                             | 14.3 | 14.3 | 14.3 |      |     | 100   |   |    |    | 8.6                   |      |      |   |     |    |      |      |     |       |   |       |      |
|                   | #                                  |      |      |      |      |     |       |   |    |    |                       |      |      |   |     |    |      |      |     |       |   |       |      |
|                   | %                                  |      |      |      |      |     |       |   |    |    |                       |      |      |   |     |    |      |      |     |       |   |       |      |
|                   | #                                  |      |      |      |      |     |       |   |    |    |                       |      |      |   |     |    |      |      |     |       |   |       |      |
|                   | %                                  |      |      |      |      |     |       |   |    |    |                       |      |      |   |     |    |      |      |     |       |   |       |      |
|                   | #                                  |      |      |      |      |     |       |   |    |    |                       |      |      |   |     |    |      |      |     |       |   |       |      |
|                   | %                                  |      |      |      |      |     |       |   |    |    |                       |      |      |   |     |    |      |      |     |       |   |       |      |
|                   | #                                  |      |      |      |      |     |       |   |    |    |                       |      |      |   |     |    |      |      |     |       |   |       |      |
|                   | %                                  |      |      |      |      |     |       |   |    |    |                       |      |      |   |     |    |      |      |     |       |   |       |      |

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

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

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

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

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

Level of Goal Attainment for 2020:    94.7 percent  
Level of Goal Attainment for 2021:    89.2 percent  
Level of Goal Attainment for 2022:    76.5 percent

## Santee Cooper

Agency Director: Mark B. Bonsall  
EEO Officer: Edwina Roseboro-Barnes

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |     |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |       |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|-----|-----|---|------|------|------|------|-----|-------|---|-------|-------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF  | WM  | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF    | BF    |
| E1                | # 6                                | 1    | 1   | 4    | 3    |     | 15    |   |      |      |                       |     |     | 2   |      | 1    |      | 1    |     | 4     |   |       |       |
|                   | % 40.0                             | 6.7  | 6.7 | 26.7 | 20.0 |     | 100   | 2.8   | 24.7 | 3.0  | NO                    | NO  | NO  | 50.0  |      | 25.0 |      | 25.0 |     | 100   | YES   | YES   | YES   |
| E2                | # 306                              | 38   | 12  | 131  | 32   | 5   | 524   |   |      |      |                       |     |     | 56  | 8    | 3    | 32   | 7    | 1   | 107   |   |       |       |
|                   | % 58.4                             | 7.3  | 2.3 | 25.0 | 6.1  | 1.0 | 100   | 2.9   | 24.0 | 3.3  | NO                    | NO  | NO  | 52.3  | 7.5  | 2.8  | 29.9 | 6.5  | 0.9 | 100   | YES   | YES   | YES   |
| E3                | # 74                               | 13   | 1   | 20   | 8    | 1   | 117   |   |      |      |                       |     |     | 11  | 2    |      | 6    | 2    | 1   | 22    |   |       |       |
|                   | % 63.2                             | 11.1 | 0.9 | 17.1 | 6.8  | 0.9 | 100   | 8.6   | 18.3 | 3.9  | NO                    | 1.2 | NO  | 50.0  | 9.1  |      | 27.3 | 9.1  | 4.5 | 100   | YES   | 93.4% | YES   |
| E5 & E6           | # 21                               | 12   | 1   | 71   | 17   | 4   | 126   |   |      |      |                       |     |     | 5   | 4    |      | 12   | 4    | 2   | 27    |   |       |       |
|                   | % 16.7                             | 9.5  | 0.8 | 56.3 | 13.5 | 3.2 | 100   | 5.5   | 49.2 | 13.2 | NO                    | NO  | NO  | 18.5  | 14.8 |      | 44.4 | 14.8 | 7.4 | 100   | YES   | YES   | YES   |
| E7 & E8           | # 568                              | 118  | 11  | 27   | 20   |     | 744   |   |      |      |                       |     |     | 86  | 17   | 2    | 2    | 2    |     | 109   |   |       |       |
|                   | % 76.3                             | 15.9 | 1.5 | 3.6  | 2.7  |     | 100   | 15.7  | 10.5 | 10.4 | NO                    | 6.9 | 7.7 | 78.9  | 15.6 | 1.8  | 1.8  | 1.8  |     | 100   | YES   | 34.3% | 26.0% |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |      |      |      |     |       |   |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |      |      |      |     |       |   |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |      |      |      |     |       |   |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |      |      |      |     |       |   |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |      |      |      |     |       |   |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |      |      |      |     |       |   |       |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    100.0 percent  
Level of Goal Attainment for 2021:    99.8 percent  
Level of Goal Attainment for 2022:    90.2 percent

## Sea Grant Consortium

Agency Director: Pamela Lovelace  
EEO Officer: Marlena Davis

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |    |      |     |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |     | 4<br>UNDERUTILIZATION |      |       | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |    |    |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |        |
|-------------------|------------------------------------|-----|----|------|-----|----|-------|---|------|-----|-----------------------|------|-------|---|----|----|----|----|----|-------|---|-------|--------|
|                   | WM                                 | BM  | OM | WF   | BF  | OF | TOTAL | BM  | WF   | BF  | BM                    | WF   | BF    | WM  | BM | OM | WF | BF | OF | TOTAL | BM  | WF    | BF     |
| E1 AND E2         | # 10                               | 1   |    | 2    | 1   |    | 14    |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | % 71.4                             | 7.1 |    | 14.3 | 7.1 |    | 100   | 2.1   | 37.7 | 3.2 | NO                    | 23.4 | NO    |   |    |    |    |    |    |       | YES   | 37.9% | YES    |
| E3                | # 1                                |     |    | 1    |     |    | 2     | 3.6   | 18.8 | 2.8 | 3.6 *                 | NO   | 2.8 * |   |    |    |    |    |    |       | 0.0% *  | YES   | 0.0% * |
|                   | % 50.0                             |     |    | 50.0 |     |    | 100   |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | #                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | %                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | #                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | %                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | #                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | %                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | #                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | %                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | #                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | %                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | #                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |
|                   | %                                  |     |    |      |     |    |       |   |      |     |                       |      |       |   |    |    |    |    |    |       |   |       |        |

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

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

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

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

Level of Goal Attainment for 2020: -  
 Level of Goal Attainment for 2021: -  
 Level of Goal Attainment for 2022: 84.5 Percent    First Year of Reporting

## South Carolina Secretary of State's Office

Agency Director: Mark Hammond  
EEO Officer: Tracy B. Watford

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |    |     |      |      |       | Adjusted Availability% (Qualified Labor Pool) |    |    | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|--------------|-------------------------------|------|----|-----|------|------|-------|---|----|----|------------------|------|------|--|----|----|------|------|----|-------|---|----|----|--|--|--|--|--|--|--|--|--|--|------|------|------|-----|-----|
|              | 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    |    |     | 5    | 1    | 7     |   |    |    | 7.8              | 22.1 | 6.4  |  |    |    |      |      |    |       | 7.8   | NO | NO |  |  |  |  |  |  |  |  |  |  | 0.0% | YES  | YES  |     |     |
|              | %                             | 14.3 |    |     | 71.4 | 14.3 | 100   |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
| E2           | #                             | 1    |    | 1   | 6    | 3    | 11    |   |    |    | 9.3              | 25.9 | 20.6 |  |    |    | 3    | 1    |    | 4     |   |    |    |  |  |  |  |  |  |  |  |  |  |      | 0.0% | YES  | YES |     |
|              | %                             | 9.1  |    | 9.1 | 54.5 | 27.3 | 100   |   |    |    |                  |      |      |  |    |    | 75.0 | 25.0 |    | 100   |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
| E3           | #                             | 1    |    |     | 7    | 5    | 14    |   |    |    | 7.4              | 36.3 | 32.2 |  |    |    | 1    |      |    | 5     |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      | 0.0% | YES | YES |
|              | %                             | 7.1  |    |     | 50.0 | 35.7 | 100   |   |    |    |                  |      |      |  |    |    | 20.0 |      |    | 80.0  |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|              | #                             |      |    |     |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|              | %                             |      |    |     |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|              | #                             |      |    |     |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|              | %                             |      |    |     |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|              | #                             |      |    |     |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|              | %                             |      |    |     |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|              | #                             |      |    |     |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |
|              | %                             |      |    |     |      |      |       |   |    |    |                  |      |      |  |    |    |      |      |    |       |   |    |    |  |  |  |  |  |  |  |  |  |  |      |      |      |     |     |

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

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

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

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

Level of Goal Attainment for 2020:    100.0 percent  
Level of Goal Attainment for 2021:    99.1 percent  
Level of Goal Attainment for 2022:    75.0 percent

## Department of Social Services

Agency Director: Michael Leach  
EEO Officer: Valencia Gadson

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |       |     |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |     |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |      |     |     |
|-------------------|------------------------------------|------|-------|-----|------|------|-------|---|------|------|-----------------------|-----|------|---|------|-----|-----|------|------|-------|--|-------|-------|------|-----|-----|
|                   | WM                                 | BM   | OM    | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF   | WM  | BM   | OM  | WF  | BF   | OF   | TOTAL | BM   | WF    | BF    |      |     |     |
| E1                | #                                  | 35   | 13    | 2   | 69   | 75   | 1     | 195   |      |      |                       |     |      | 1   |      |     | 2   | 2    |      | 5     |  |       |       |      |     |     |
|                   | %                                  | 17.9 | 6.7   | 1.0 | 35.4 | 38.5 | 0.5   | 100   | 6.1  | 37.2 | 26.5                  | NO  | 1.8  | NO  | 20.0 |     |     | 40.0 | 40.0 |       | 100  | YES   | 95.2% | YES  |     |     |
| E2 AND E2A        | #                                  | 84   | 38    | 8   | 209  | 278  | 14    | 631   |      |      |                       |     |      | 34  | 35   | 8   | 98  | 181  | 14   | 370   |  |       |       |      |     |     |
|                   | %                                  | 13.3 | 6.0   | 1.3 | 33.1 | 44.1 | 2.2   | 100   | 5.9  | 34.0 | 22.1                  | NO  | 0.9  | NO  | 9.2  | 9.5 | 2.2 | 26.5 | 48.9 | 3.8   | 100  | YES   | 97.4% | YES  |     |     |
| E2B               | #                                  | 48   | 46    | 4   | 263  | 483  | 11    | 855   |      |      |                       |     |      | 5   | 14   |     | 47  | 101  |      | 167   |  |       |       |      |     |     |
|                   | %                                  | 5.6  | 5.4   | 0.5 | 30.8 | 56.5 | 1.3   | 100   | 6.0  | 39.4 | 26.9                  | 0.6 | 8.6  | NO  | 3.0  | 8.4 |     | 28.1 | 60.5 |       | 100  | 90.0% | 78.2% | YES  |     |     |
| E2C               | #                                  | 76   | 132   | 3   | 604  | 1345 | 62    | 2222  |      |      |                       |     |      | 2   | 9    | 1   | 38  | 103  | 2    | 155   |  |       |       |      |     |     |
|                   | %                                  | 3.4  | 5.9   | 0.1 | 27.2 | 60.5 | 2.8   | 100   | 6.2  | 38.7 | 27.8                  | 0.3 | 11.5 | NO  | 1.3  | 5.8 | 0.6 | 24.5 | 66.5 | 1.3   | 100  | 95.2% | 70.3% | YES  |     |     |
| E3                | #                                  | 3    | 3     | 2   | 6    | 9    |       | 23  |      |      |                       |     |      |   | 1    | 1   | 1   |      |      | 3     |  |       |       |      |     |     |
|                   | %                                  | 13.0 | 13.0  | 8.7 | 26.1 | 39.1 |       | 100   | 7.1  | 16.3 | 13.6                  | NO  | NO   | NO  |      |     |     | 33.3 | 33.3 | 33.3  |  |       |       | 100  | YES | YES |
| E5B               | #                                  | 14   | 15    |     | 154  | 343  | 16    | 542   |      |      |                       |     |      | 12  | 11   |     | 63  | 173  | 10   | 269   |  |       |       |      |     |     |
|                   | %                                  | 2.6  | 2.8   |     | 28.4 | 63.3 | 3.0   | 100   | 3.6  | 52.7 | 23.7                  | 0.8 | 24.3 | NO  | 4.5  | 4.1 |     | 23.4 | 64.3 | 3.7   | 100  | 77.8% | 53.9% | YES  |     |     |
| E6A               | #                                  | 3    | 3     |     | 91   | 106  | 6     | 209   |      |      |                       |     |      | 1   | 2    |     | 24  | 35   | 2    | 64    |  |       |       |      |     |     |
|                   | %                                  | 1.4  | 1.4   |     | 43.5 | 50.7 | 2.9   | 100   | 1.4  | 63.2 | 18.4                  | 0.0 | 19.7 | NO  | 1.6  | 3.1 |     | 37.5 | 54.7 | 3.1   | 100  | YES   | 68.8% | YES  |     |     |
| E6B               | #                                  |      | 1     |     |      |      |       | 1   | 22.3 | 7.5  | 38.2                  | NO  | 7.5  | 38.2  |      |     |     |      |      |       |  |       |       |      |     |     |
|                   | %                                  |      | 100.0 |     |      |      |       | 100   |      |      |                       |     |      |   |      |     |     |      |      |       |  | YES   | 0.0%  | 0.0% |     |     |
|                   | #                                  |      |       |     |      |      |       |   |      |      |                       |     |      |   |      |     |     |      |      |       |  |       |       |      |     |     |
|                   | %                                  |      |       |     |      |      |       |   |      |      |                       |     |      |   |      |     |     |      |      |       |  |       |       |      |     |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    90.6 percent  
Level of Goal Attainment for 2021:    89.5 percent  
Level of Goal Attainment for 2022:    92.1 percent

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

President: Alexander Conyers  
EEO Officer: Ron York

| 1            | 2                             |      |      |      |     |      |       | 3   |      |      | 4                |       |    | 5  |       |       |     |       |     |       | 6   |       |     |
|--------------|-------------------------------|------|------|------|-----|------|-------|---|------|------|------------------|-------|----|--|-------|-------|-----|-------|-----|-------|---|-------|-----|
| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |     |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |       |    | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |       |     |       |     |       | % OF Goals Met Based on Adjusted 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      | #                             | 3    | 3    |      |     | 13   | 19    | 4.7   | 35.7 | 8.9  | NO               | 35.7  | NO |  |       |       |     |       |     |       | YES   | 0.0%  | YES |
|              | %                             | 15.8 | 15.8 |      |     | 68.4 | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |
| C2           | #                             | 6    | 1    |      |     | 5    | 13    | 3.8   | 33.0 | 9.4  | NO               | 33.0  | NO | 0.0  | 100.0 | 0.0   | 0.0 | 0.0   | 0.0 | 100   | YES   | 0.0%  | YES |
|              | %                             | 46.2 | 7.7  |      |     | 38.5 | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |
| C3           | #                             | 5    | 5    | 10   | 2   | 8    | 37    | 4.3   | 33.6 | 7.2  | NO               | 28.2  | NO | 0.0  | 0.0   | 100.0 | 0.0 | 0.0   | 0.0 | 100   | YES   | 16.1% | YES |
|              | %                             | 13.5 | 13.5 | 27   | 5.4 | 21.6 | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |
| C4           | #                             | 2    | 4    | 8    | 1   | 13   | 35    | 3.9   | 32.9 | 6.4  | NO               | 30.0  | NO |  |       |       |     |       |     |       | YES   | 8.8%  | YES |
|              | %                             | 5.7  | 11.4 | 22.9 | 2.9 | 37.1 | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |
| C5           | #                             | 2    | 6    | 7    | 3   | 19   | 37    | 4.2   | 33.3 | 7.1  | NO               | 25.2  | NO | 0.0  | 18.2  | 18.2  | 0.0 | 63.6  | 0.0 | 100   | YES   | 24.3% | YES |
|              | %                             | 5.4  | 16.2 | 18.9 | 8.1 | 51.4 | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |
| C6           | #                             | 4    | 3    | 2    | 1   | 13   | 23    | 4.2   | 35.0 | 7.5  | NO               | 30.7  | NO | 0.0  | 0.0   | 0.0   | 0.0 | 100.0 | 0.0 | 100   | YES   | 12.3% | YES |
|              | %                             | 17.4 | 13   | 8.7  | 4.3 | 56.5 | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |
| C7           | #                             |      |      |      | 1   |      | 1     | 4.7   | 33.2 | 7.5  | 4.7*             | 33.2* | NO |  |       |       |     |       |     |       | 0.0%*   | 0.0%* | YES |
|              | %                             |      |      |      | 100 |      | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |
| C8           | #                             |      | 1    |      |     | 3    | 4     | 4.4   | 33.5 | 11.1 | NO               | 33.5  | NO |  |       |       |     |       |     |       | YES   | 0.0%  | YES |
|              | %                             |      | 25   |      |     | 75   | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |
| C9           | #                             | 4    | 9    |      | 1   | 7    | 21    | 6.3   | 34.5 | 7.8  | NO               | 29.7  | NO | 0.0  | 9     | 0.0   | 2   | 3     |     | 14    | YES   | 13.9% | YES |
|              | %                             | 19   | 42.9 |      | 4.8 | 33.3 | 100   |   |      |      |                  |       |    |  |       |       |     |       |     |       |   |       |     |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    71.6 percent  
Level of Goal Attainment for 2021:    71.1 percent  
Level of Goal Attainment for 2022:    69.6 percent

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

President: Alexander Conyers  
EEO Officer: Ron York

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |    |      |     |     |      |       | Adjusted Availability% (Qualified Labor Pool) |    |    | UNDERUTILIZATION |      |    | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |      |     |     |     |       | % OF Goals Met Based on Adjusted Availability |     |     |       |     |
|--------------|-------------------------------|----|------|-----|-----|------|-------|---|----|----|------------------|------|----|--|----|------|-----|-----|-----|-------|---|-----|-----|-------|-----|
|              |                               |    |      |     |     |      |       |   |    |    |                  |      |    |  |    |      |     |     |     |       |   |     |     |       |     |
|              | WM                            | BM | OM   | WF  | BF  | OF   | TOTAL | BM  | WF | BF | BM               | WF   | BF | WM   | BM | OM   | WF  | BF  | OF  | TOTAL | BM  | WF  | BF  |       |     |
| E2           | #                             | 2  | 11   | 3   |     | 48   | 2     | 66  | 3  | 0  | 35.7             | 8.7  | NO | 35.7                                       | NO | 5    |     |     |     | 16    |   | 21  | YES | 0 0%  | YES |
|              | %                             | 3  | 16.7 | 4.5 |     | 72.7 | 3     | 100   |    |    |                  |      | NO |  | NO | 23.8 | 0.0 | 0.0 | 0.0 | 76.2  | 0.0   | 100 |     |       |     |
| E3           | #                             | 4  |      |     |     | 11   |       | 15  | 4  | 3  | 36.2             | 9.2  | NO | 36.2                                       | NO |      |     |     |     | 5     |   | 5   | YES | 0 0%  | YES |
|              | %                             |    | 26.7 |     |     | 73.3 |       | 100   |    |    |                  |      | NO |  | NO | 0.0  | 0.0 | 0.0 | 0.0 | 100.0 | 0.0   | 100 |     |       |     |
| E4           | #                             |    | 4    |     |     | 4    |       | 8   | 2  | 8  | 46.4             | 9.8  | NO | 46.4                                       | NO |      |     |     |     |       |   |     | YES | 0 0%  | YES |
|              | %                             |    | 50   |     |     | 50   |       | 100   |    |    |                  |      | NO |  | NO |      |     |     |     |       |   |     |     |       |     |
| E5           | #                             |    | 1    |     |     | 12   |       | 13  | 6  | 0  | 29.3             | 24.6 | NO | 29.3                                       | NO |      |     |     |     |       |   |     | YES | 0 0%  | YES |
|              | %                             |    | 7.7  |     |     | 92.3 |       | 100   |    |    |                  |      | NO |  | NO |      |     |     |     |       |   |     |     |       |     |
| E6           | #                             |    | 3    |     | 1   | 15   |       | 19  | 4  | 5  | 33.6             | 30.5 | NO | 28.3                                       | NO |      |     |     |     |       |   |     | YES | 15.8% | YES |
|              | %                             |    | 15.8 |     | 5.3 | 78.9 |       | 100   |    |    |                  |      | NO |  | NO |      |     |     |     |       |   |     |     |       |     |
| E7 & E8      | #                             |    | 3    |     |     | 1    |       | 4   | 2  | 3  | 41.5             | 13.7 | NO | 41.5                                       | NO |      |     |     |     |       |   |     | YES | 0 0%  | YES |
|              | %                             |    | 75   |     |     | 25   |       | 100   |    |    |                  |      | NO |  | NO |      |     |     |     |       |   |     |     |       |     |
|              | #                             |    |      |     |     |      |       |   |    |    |                  |      |    |  |    |      |     |     |     |       |   |     |     |       |     |
|              | %                             |    |      |     |     |      |       |   |    |    |                  |      |    |  |    |      |     |     |     |       |   |     |     |       |     |
|              | #                             |    |      |     |     |      |       |   |    |    |                  |      |    |  |    |      |     |     |     |       |   |     |     |       |     |
|              | %                             |    |      |     |     |      |       |   |    |    |                  |      |    |  |    |      |     |     |     |       |   |     |     |       |     |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    71.6 percent  
Level of Goal Attainment for 2021:    71.1 percent  
Level of Goal Attainment for 2022:    69.6 percent

## State Board for Technical and Comprehensive Education

Agency Director: Dr. Tim Hardee  
EEO Officer: Kandy Peacock

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |       |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |     |       |     |
|-------------------|------------------------------------|------|------|------|------|-----|-------|---|------|------|-----------------------|-------|-----|---|------|----|------|------|------|-------|---|-----|-------|-----|
|                   | WM                                 | BM   | OM   | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF    | BF  | WM  | BM   | OM | WF   | BF   | OF   | TOTAL | BM  | WF  | BF    |     |
| E1                | # 4                                |      | 1    | 2    | 3    |     | 10    | 5.2   | 21.2 | 2.7  | 5.2 *                 | 1.2 * | NO  | 1   |      |    |      | 1    |      | 2     | 0.0%  | *   | 94.3% | YES |
|                   | % 40.0                             |      | 10.0 | 20.0 | 30.0 |     | 100   |   |      |      |                       |       |     | 50.0  |      |    |      | 50.0 |      | 100   |   |     |       |     |
| E2                | # 26                               | 11   | 2    | 34   | 12   | 4   | 89    | 6.8   | 32.0 | 15.1 | NO                    | NO    | 1.6 | 2   | 3    |    | 8    | 4    | 2    | 19    | YES   | YES | 89.4% |     |
|                   | % 29.2                             | 12.4 | 2.2  | 38.2 | 13.5 | 4.5 | 100   |   |      |      |                       |       |     | 10.5  | 15.8 |    | 42.1 | 21.1 | 10.5 | 100   |   |     |       |     |
| E3,E5 AND E7      | # 8                                | 3    |      | 11   | 4    | 2   | 28    | 10.5  | 21.0 | 7.8  | NO                    | NO    | NO  | 1   | 1    |    | 2    | 1    | 1    | 6     | YES   | YES | YES   |     |
|                   | % 28.6                             | 10.7 |      | 39.3 | 14.3 | 7.1 | 100   |   |      |      |                       |       |     | 16.7  | 16.7 |    | 33.3 | 16.7 | 16.7 | 100   |   |     |       |     |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |       |     |   |      |    |      |      |      |       |   |     |       |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    100.0 percent  
 Level of Goal Attainment for 2021:    99.5 percent  
 Level of Goal Attainment for 2022:    98.0 percent

## Aiken Technical College

President: Dr. Forest E. Mahan  
EEO Officer: Sylvia M. Byrd

| EEO CATEGORY  | ACTUAL WORKFORCE ON 9/30/2022 |     |    |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |       |      |    |      |      | % OF Goals Met Based on Adjusted 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    | 1    |     | 6     |  |                  |      |      |  |       | 1     |      |    | 1    |      |   | 2     |       |        |       |
|               | % 50.0                        |     |    | 33.3 | 16.7 |     | 100   | 8.7  | 34.1             | 15.1 | 8.7* | 0.8*                                       | NO    | 50.0  |      |    | 50.0 |      |   | 100   | 0.0%  | 97.7%* | YES   |
| T3, T4 and T5 | # 21                          | 5   |    | 18   | 11   | 2   | 57    |  |                  |      |      |  |       | 2     |      |    | 4    | 2    |   | 8     |       |        |       |
|               | % 36.8                        | 8.8 |    | 31.6 | 19.3 | 3.5 | 100   | 4.1  | 39.2             | 9.7  | NO   | 7.6  | NO    | 25.0  |      |    | 50.0 | 25.0 |   | 100   | YES   | 80.6%  | YES   |
| E2 and E3     | # 9                           | 1   |    | 23   | 11   |     | 44    |  |                  |      |      |  |       | 1     | 1    |    | 2    | 3    |   | 7     |       |        |       |
|               | % 20.5                        | 2.3 |    | 52.3 | 25.0 |     | 100   | 4.9  | 24.7             | 11.6 | 2.6  | NO   | NO    | 14.3  | 14.3 |    | 28.6 | 42.9 |   | 100   | 46.9% | YES    | YES   |
| E5 and E6     | #                             | 1   |    | 11   | 8    | 1   | 21    |  |                  |      |      |  |       |       |      |    | 4    | 3    |   | 7     |       |        |       |
|               | %                             | 4.8 |    | 52.4 | 38.1 | 4.8 | 100   | 2.8  | 60.2             | 14.9 | NO   | 7.8  | NO    |       |      |    | 57.1 | 42.9 |   | 100   | YES   | 87.0%  | YES   |
| E7 and E8     | # 3                           |     |    |      |      |     | 3     |  |                  |      |      |  |       | 1     |      |    |      |      |   | 1     |       |        |       |
|               | % 100.0                       |     |    |      |      |     | 100   | 7.6  | 15               | 24.6 | 7.6* | 1.5*                                       | 24.6* | 100.0 |      |    |      |      |   | 100   | 0.0%* | 0.0%*  | 0.0%* |
|               | #                             |     |    |      |      |     |       |  |                  |      |      |  |       |       |      |    |      |      |   |       |       |        |       |
|               | %                             |     |    |      |      |     |       |  |                  |      |      |  |       |       |      |    |      |      |   |       |       |        |       |
|               | #                             |     |    |      |      |     |       |  |                  |      |      |  |       |       |      |    |      |      |   |       |       |        |       |
|               | %                             |     |    |      |      |     |       |  |                  |      |      |  |       |       |      |    |      |      |   |       |       |        |       |
|               | #                             |     |    |      |      |     |       |  |                  |      |      |  |       |       |      |    |      |      |   |       |       |        |       |
|               | %                             |     |    |      |      |     |       |  |                  |      |      |  |       |       |      |    |      |      |   |       |       |        |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    85.5 percent  
Level of Goal Attainment for 2021:    90.0 percent  
Level of Goal Attainment for 2022:    92.0 percent

## Central Carolina Technical College

President: Dr. Kevin Pollock  
EEO Officer: Ronalda Stover

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |    |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted 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                                |      |     | 3    |      |     | 6     | 3.6   | 40.7 | 8.0  | 3.6                   | NO | 8.0  | 1   |      |    |      |      |      | 1     | 0.0%   | YES | 0.0%  |
|                   | % 50.0                             |      |     | 50.0 |      |     | 100   |   |      |      |                       |    |      | 100.0   |      |    |      |      |      | 100   |  |     |       |
| T3 & T4           | # 28                               | 2    | 2   | 39   | 7    | 6   | 84    | 2.6   | 33.1 | 4.0  | 0.2                   | NO | NO   | 4   |      |    |      |      |      | 4     | 92.3%  | YES | YES   |
|                   | % 33.3                             | 2.4  | 2.4 | 46.4 | 8.3  | 7.1 | 100   |   |      |      |                       |    |      | 100.0   |      |    |      |      |      | 100   |  |     |       |
| T5 & E2           | # 8                                | 5    |     | 25   | 18   | 4   | 60    | 3.8   | 38.0 | 8.3  | NO                    | NO | NO   | 3   | 4    |    | 10   | 4    | 4    | 25    | YES  | YES | YES   |
|                   | % 13.3                             | 8.3  |     | 41.7 | 30.0 | 6.7 | 100   |   |      |      |                       |    |      | 12.0  | 16.0 |    | 40.0 | 16.0 | 16.0 | 100   |  |     |       |
| E3, E4 & E5       | # 4                                | 6    | 1   | 7    | 6    | 1   | 25    | 20.4  | 22.3 | 23.8 | NO                    | NO | NO   |   |      |    | 2    | 1    |      | 3     | YES  | YES | YES   |
|                   | % 16.0                             | 24.0 | 4.0 | 28.0 | 24.0 | 4.0 | 100   |   |      |      |                       |    |      |   |      |    | 66.7 | 33.3 |      | 100   |  |     |       |
| E7 & E8           | # 9                                | 11   |     | 3    | 4    |     | 27    | 33.2  | 5.7  | 11.8 | NO                    | NO | NO   | 2   | 1    |    | 2    |      |      | 5     | YES  | YES | YES   |
|                   | % 33.3                             | 40.7 |     | 11.1 | 14.8 |     | 100   |   |      |      |                       |    |      | 40.0  | 20.0 |    | 40.0 |      |      | 100   |  |     |       |
| E6                | # 2                                |      |     | 15   | 2    |     | 19    | 2.7   | 50.5 | 24.0 | 2.7                   | NO | 13.5 | 2   |      |    | 7    | 3    |      | 12    | 0.0%   | YES | 43.8% |
|                   | % 10.5                             |      |     | 78.9 | 10.5 |     | 100   |   |      |      |                       |    |      | 16.7  |      |    | 58.3 | 25.0 |      | 100   |  |     |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |    |      |   |      |    |      |      |      |       |  |     |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |    |      |   |      |    |      |      |      |       |  |     |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |    |      |   |      |    |      |      |      |       |  |     |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |    |      |   |      |    |      |      |      |       |  |     |       |

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

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

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

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

Level of Goal Attainment for 2020:    91.1 percent  
Level of Goal Attainment for 2021:    95.4 percent  
Level of Goal Attainment for 2022:    95.7 percent

## Denmark Technical College

President: Dr. Willie L. Todd  
EEO Officer: Terri Hooper

| EEO CATEGORY  | ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |       |      |    |       |      |       | % OF Goals Met Based on Adjusted Availability |       |       |     |
|---------------|-------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|------|--|-------|------|----|-------|------|-------|---|-------|-------|-----|
|               | WM                            | BM   | OM   | WF  | BF   | OF   | TOTAL | BM   | WF   | BF   | BM               | WF   | BF   | WM   | BM    | OM   | WF | BF    | OF   | TOTAL | BM  | WF    | BF    |     |
| T1 and E1     | #                             | 5    |      |     | 2    |      | 7     |  |      |      |                  |      |      | 1  |       |      |    |       |      | 1     |   |       |       |     |
|               | %                             | 71.4 |      |     | 28.6 |      | 100   | 5.5  | 39.2 | 15.2 | NO               | 39.2 | NO   |  | 100.0 |      |    |       |      | 100   | YES   | 0.0%  | YES   |     |
| T3 and T4     | #                             | 7    | 6    | 2   |      | 10   | 2     | 27   |      |      |                  |      |      | 4  | 2     |      |    | 4     | 1    | 11    |   |       |       |     |
|               | %                             | 25.9 | 22.2 | 7.4 |      | 37.0 | 7.4   | 100  | 5.1  | 42.7 | 10.2             | NO   | 42.7 | NO   | 36.4  | 18.2 |    |       | 36.4 | 9.1   | 100   | YES   | 0.0%  | YES |
| E2            | #                             | 7    |      |     | 1    | 13   |       | 21   |      |      |                  |      |      | 1  |       |      |    | 3     |      | 4     |   |       |       |     |
|               | %                             | 33.3 |      |     | 4.8  | 61.9 |       | 100  | 7.2  | 36.4 | 17.6             | NO   | 31.6 | NO   |       | 25.0 |    |       | 75.0 |       | 100   | YES   | 13.2% | YES |
| E3, E5 and E6 | #                             | 1    |      |     | 3    | 8    |       | 12   |      |      |                  |      |      |  |       |      |    | 3     |      | 3     |   |       |       |     |
|               | %                             | 8.3  |      |     | 25.0 | 66.7 |       | 100  | 6.7  | 40.5 | 21.4             | 6.7  | 15.5 | NO   |       |      |    | 100.0 |      | 100   | 0.0%  | 61.7% | YES   |     |
| E4            | #                             | 1    |      |     |      | 1    |       | 2  |      |      |                  |      |      |  |       |      |    | 1     |      | 1     |   |       |       |     |
|               | %                             | 50.0 |      |     |      | 50.0 |       | 100  | 15.4 | 5.5  | 2.7              | 15.4 | 5.5  | NO   |       |      |    | 100.0 |      | 100   | 0.0%  | 0.0%  | YES   |     |
|               | #                             |      |      |     |      |      |       |  |      |      |                  |      |      |  |       |      |    |       |      |       |   |       |       |     |
|               | %                             |      |      |     |      |      |       |  |      |      |                  |      |      |  |       |      |    |       |      |       |   |       |       |     |
|               | #                             |      |      |     |      |      |       |  |      |      |                  |      |      |  |       |      |    |       |      |       |   |       |       |     |
|               | %                             |      |      |     |      |      |       |  |      |      |                  |      |      |  |       |      |    |       |      |       |   |       |       |     |
|               | #                             |      |      |     |      |      |       |  |      |      |                  |      |      |  |       |      |    |       |      |       |   |       |       |     |
|               | %                             |      |      |     |      |      |       |  |      |      |                  |      |      |  |       |      |    |       |      |       |   |       |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    77.3 percent  
Level of Goal Attainment for 2021:    74.3 percent  
Level of Goal Attainment for 2022:    72.9 percent

## Florence-Darlington Technical College

President: Jermaine Ford  
EEO Officer: Terry Dingle

| EEO CATEGORY  | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |      |       | Adjusted Availability%<br>(Qualified Labor Pool) | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |       |       |    |      |      | % OF Goals Met Based on Adjusted Availability |       |       |       |       |
|---------------|-------------------------------|------|-----|------|------|------|-------|--|------------------|------|-----|--|-----|-------|-------|----|------|------|---|-------|-------|-------|-------|
|               |                               |      |     |      |      |      |       |  |                  |      |     |  |     |       |       |    |      |      |   |       |       |       |       |
|               | WM                            | BM   | OM  | WF   | BF   | OF   | TOTAL | BM   | WF               | BF   | BM  | WF   | BF  | WM    | BM    | OM | WF   | BF   | OF  | TOTAL | BM    | WF    | BF    |
| T1, T2 and E1 | # 1                           | 4    |     | 2    | 1    | 1    | 9     |  |                  |      |     |  |     |       | 1     |    |      |      |   | 1     |       |       |       |
|               | % 11.1                        | 44.4 |     | 22.2 | 11.1 | 11.1 | 100   | 7.3  | 39.5             | 18.5 | NO  | 17.3                                       | 7.4 |       | 100.0 |    |      |      |   | 100   | YES   | 56.2% | 60.0% |
| T3, T4 and T5 | # 24                          | 4    | 2   | 33   | 11   | 4    | 78    |  |                  |      |     |  |     |       | 1     |    | 4    |      |   | 5     |       |       |       |
|               | % 30.8                        | 5.1  | 2.6 | 42.3 | 14.1 | 5.1  | 100   | 3.2  | 40.9             | 9.3  | NO  | NO   | NO  |       | 20.0  |    | 80.0 |      |   | 100   | YES   | YES   | YES   |
| E2            | # 9                           | 2    | 1   | 22   | 14   | 1    | 49    |  |                  |      |     |  |     | 3     | 2     |    | 3    | 4    | 1   | 13    |       |       |       |
|               | % 18.4                        | 4.1  | 2.0 | 44.9 | 28.6 | 2.0  | 100   | 7.0  | 27.8             | 14.4 | 2.9 | NO   | NO  | 23.1  | 15.4  |    | 23.1 | 30.8 | 7.7   | 100   | 58.6% | YES   | YES   |
| E5 and E6     | # 3                           | 1    |     | 13   | 18   |      | 35    |  |                  |      |     |  |     |       |       |    | 3    | 3    |   | 6     |       |       |       |
|               | % 8.6                         | 2.9  |     | 37.1 | 51.4 |      | 100   | 2.5  | 55.5             | 23.9 | NO  | 18.4                                       | NO  |       |       |    | 50.0 | 50.0 |   | 100   | YES   | 66.8% | YES   |
| E3, E7 and E8 | # 21                          | 7    | 1   | 5    | 2    |      | 36    |  |                  |      |     |  |     | 4     |       |    |      |      |   | 4     |       |       |       |
|               | % 58.3                        | 19.4 | 2.8 | 13.9 | 5.6  |      | 100   | 10.2   | 11.5             | 6.0  | NO  | NO   | 0.4 | 100.0 |       |    |      |      |   | 100   | YES   | YES   | 93.3% |
|               | #                             |      |     |      |      |      |       |  |                  |      |     |  |     |       |       |    |      |      |   |       |       |       |       |
|               | %                             |      |     |      |      |      |       |  |                  |      |     |  |     |       |       |    |      |      |   |       |       |       |       |
|               | #                             |      |     |      |      |      |       |  |                  |      |     |  |     |       |       |    |      |      |   |       |       |       |       |
|               | %                             |      |     |      |      |      |       |  |                  |      |     |  |     |       |       |    |      |      |   |       |       |       |       |
|               | #                             |      |     |      |      |      |       |  |                  |      |     |  |     |       |       |    |      |      |   |       |       |       |       |
|               | %                             |      |     |      |      |      |       |  |                  |      |     |  |     |       |       |    |      |      |   |       |       |       |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    92.6 percent  
 Level of Goal Attainment for 2021:    92.6 percent  
 Level of Goal Attainment for 2022:    89.0 percent

## Greenville Technical College

President: Dr. Keith Miller  
EEO Officer: Susan Jones

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |     | 4<br>UNDERUTILIZATION |       |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |         |     |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|-----|-----------------------|-------|----|---|------|-----|------|------|------|-------|---|---------|-----|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF  | BM                    | WF    | BF | WM  | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF      | BF  |
| T1, T2 and E1     | # 6                                | 1    | 1   | 8    | 6    |     | 22    | 4.5   | 37.1 | 8.3 | 0.0                   | 0.7 * | NO |   |      | 1   |      |      |      | 1     | YES   | 98.1% * | YES |
|                   | % 27.3                             | 4.5  | 4.5 | 36.4 | 27.3 |     | 100   |   |      |     |                       |       |    | 100.0   |      |     |      |      |      | 100   |   |         |     |
| T3 and T4         | # 101                              | 15   | 7   | 139  | 21   | 9   | 292   | 4.2   | 35.6 | 2.8 | NO                    | NO    | NO | 6   | 4    | 2   | 6    | 2    | 1    | 21    | YES   | YES     | YES |
|                   | % 34.6                             | 5.1  | 2.4 | 47.6 | 7.2  | 3.1 | 100   |   |      |     |                       |       |    | 28.6  | 19.0 | 9.5 | 28.6 | 9.5  | 4.8  | 100   |   |         |     |
| T5 and E2         | # 50                               | 8    | 2   | 74   | 53   | 4   | 191   | 4.8   | 36.6 | 8.6 | 0.6                   | NO    | NO | 8   | 2    | 1   | 14   | 10   | 2    | 37    | 87.5%   | YES     | YES |
|                   | % 26.2                             | 4.2  | 1.0 | 38.7 | 27.7 | 2.1 | 100   |   |      |     |                       |       |    | 21.6  | 5.4  | 2.7 | 37.8 | 27.0 | 5.4  | 100   |   |         |     |
| E3, E4 and E5     | # 28                               | 4    | 1   | 37   | 19   | 6   | 95    | 5.7   | 31.7 | 7.4 | 1.5                   | NO    | NO | 5   | 1    |     | 4    | 3    | 13   | 26    | 73.7%   | YES     | YES |
|                   | % 29.5                             | 4.2  | 1.1 | 38.9 | 20.0 | 6.3 | 100   |   |      |     |                       |       |    | 19.2  | 3.8  |     | 15.4 | 11.5 | 50.0 | 100   |   |         |     |
| E6                | # 6                                | 4    |     | 19   | 11   | 1   | 41    | 0.5   | 69.8 | 9.5 | NO                    | 23.5  | NO |   | 3    |     | 2    | 2    |      | 7     | YES   | 66.3%   | YES |
|                   | % 14.6                             | 9.8  |     | 46.3 | 26.8 | 2.4 | 100   |   |      |     |                       |       |    | 42.9  |      |     | 28.6 | 28.6 |      | 100   |   |         |     |
| E7 and E8         | # 28                               | 8    | 1   | 10   | 10   | 2   | 59    | 6.8   | 12.4 | 5.4 | NO                    | NO    | NO |   |      |     |      |      |      |       | YES   | YES     | YES |
|                   | % 47.5                             | 13.6 | 1.7 | 16.9 | 16.9 | 3.4 | 100   |   |      |     |                       |       |    |   |      |     |      |      |      |       |   |         |     |
|                   | #                                  |      |     |      |      |     |       |   |      |     |                       |       |    |   |      |     |      |      |      |       |   |         |     |
|                   | %                                  |      |     |      |      |     |       |   |      |     |                       |       |    |   |      |     |      |      |      |       |   |         |     |
|                   | #                                  |      |     |      |      |     |       |   |      |     |                       |       |    |   |      |     |      |      |      |       |   |         |     |
|                   | %                                  |      |     |      |      |     |       |   |      |     |                       |       |    |   |      |     |      |      |      |       |   |         |     |

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

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

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

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

Level of Goal Attainment for 2020:    97.1 percent  
Level of Goal Attainment for 2021:    95.3 percent  
Level of Goal Attainment for 2022:    95.9 percent

# Horry-Georgetown Technical College

President: Marilyn Fore  
EEO Officer: Jackie Snyder

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |      |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|-----|-----|---|-----|------|------|------|------|-------|--|-------|-------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF  | WM  | BM  | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF    |
| T1 & E1           | # 5                                |      |     | 12   | 1    |     | 18    |   |      |      |                       |     | *   | 2   |     |      |      |      |      | 2     |  |       | *     |
|                   | % 27.8                             |      |     | 66.7 | 5.6  |     | 100   | 6.9   | 37.8 | 8.7  | 6.9                   | NO  | 3.1 | 100.0   |     |      |      |      |      | 100   | 0.0%   | YES   | 64.4% |
| T3 & T4           | # 73                               | 4    | 3   | 83   | 4    | 4   | 171   |   |      |      |                       |     |     | 12  |     | 3    | 11   |      | 2    | 28    |  |       |       |
|                   | % 42.7                             | 2.3  | 1.8 | 48.5 | 2.3  | 2.3 | 100   | 2.9   | 32.7 | 5.6  | 0.6                   | NO  | 3.3 | 42.9  |     | 10.7 | 39.3 |      | 7.1  | 100   | 79.3%  | YES   | 41.1% |
| T5 & E2           | # 13                               | 1    |     | 44   | 12   | 5   | 75    |   |      |      |                       |     |     | 4   |     | 1    | 10   | 4    | 3    | 22    |  |       |       |
|                   | % 17.3                             | 1.3  |     | 58.7 | 16.0 | 6.7 | 100   | 6.0   | 29.0 | 6.7  | 4.7                   | NO  | NO  | 18.2  |     | 4.5  | 45.5 | 18.2 | 13.6 | 100   | 21.7%  | YES   | YES   |
| E3 & E5           | # 7                                | 1    | 1   | 7    | 6    |     | 22    |   |      |      |                       |     | *   | 5   | 1   | 2    | 4    | 1    | 1    | 14    |  | *     |       |
|                   | % 31.8                             | 4.5  | 4.5 | 31.8 | 27.3 |     | 100   | 2.0   | 36.3 | 7.2  | NO                    | 4.5 | NO  | 35.7  | 7.1 | 14.3 | 28.6 | 7.1  | 7.1  | 100   | YES  | 87.6% | YES   |
| E6                | #                                  | 2    |     | 8    | 2    |     | 12    |   |      |      |                       |     | *   | 2   |     |      | 3    | 1    |      | 6     |  |       | *     |
|                   | %                                  | 16.7 |     | 66.7 | 16.7 |     | 100   | 2.3   | 56.4 | 18.1 | NO                    | NO  | 1.4 | 33.3  |     |      | 50.0 | 16.7 |      | 100   | YES  | YES   | 92.3% |
| E7 & E8           | # 21                               |      |     | 7    | 2    | 3   | 33    |   |      |      |                       |     | *   | 3   |     |      |      |      |      | 3     |  |       | *     |
|                   | % 63.6                             |      |     | 21.2 | 6.1  | 9.1 | 100   | 10.5  | 7.6  | 7.4  | 10.5                  | NO  | 1.3 | 100.0   |     |      |      |      |      | 100   | 0.0%   | YES   | 82.4% |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |     |      |      |      |      |       |  |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |     |      |      |      |      |       |  |       |       |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |     |      |      |      |      |       |  |       |       |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |     |      |      |      |      |       |  |       |       |

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

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

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

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

Level of Goal Attainment for 2020:    91.6 percent  
Level of Goal Attainment for 2021:    85.6 percent  
Level of Goal Attainment for 2022:    76.0 percent

## Technical College of the Lowcountry

President: Richard Gough  
EEO Officer: Jennife Ridenhour

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |     | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |       |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |      |       |     |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|-----|-----------------------|-----|-----|---|------|------|-------|------|------|-------|---|------|-------|-----|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF  | BM                    | WF  | BF  | WM  | BM   | OM   | WF    | BF   | OF   | TOTAL | BM  | WF   | BF    |     |
| T1 and E1         | # 3                                | 1    |     | 10   |      |     | 14    | 4.5   | 36.9 | 9.7 | NO                    | NO  | 9.7 |   |      |      | 3     |      |      | 3     | YES   | YES  | 0.0%  |     |
|                   | % 21.4                             | 7.1  |     | 71.4 |      |     | 100   |   |      |     |                       |     |     |   |      |      | 100.0 |      |      | 100   |   |      |       |     |
| T3 and T4         | # 16                               | 4    |     | 35   | 2    | 2   | 59    | 2.0   | 37.4 | 5.1 | NO                    | NO  | 1.7 | 3   |      |      | 9     | 1    | 1    | 14    | YES   | YES  | 66.7% |     |
|                   | % 27.1                             | 6.8  |     | 59.3 | 3.4  | 3.4 | 100   |   |      |     |                       |     |     | 21.4  |      |      | 64.3  | 7.1  | 7.1  | 100   |   |      |       |     |
| T5 and E2         | # 6                                | 3    |     | 27   | 11   | 1   | 48    | 2.6   | 32.5 | 8.0 | NO                    | NO  | NO  | 3   | 2    |      | 11    | 6    | 4    | 26    | YES   | YES  | YES   |     |
|                   | % 12.5                             | 6.3  |     | 56.3 | 22.9 | 2.1 | 100   |   |      |     |                       |     |     | 11.5  | 7.7  |      | 42.3  | 23.1 | 15.4 | 100   |   |      |       |     |
| E3, E5 and E6     | # 5                                |      |     | 10   | 4    | 1   | 20    | 2.1   | 58.5 | 6.3 | 2.1                   | *   | 8.5 | 2   |      |      | 5     | 3    |      | 10    | 0.0%  | *    | 85.5% | YES |
|                   | % 25.0                             |      |     | 50.0 | 20.0 | 5.0 | 100   |   |      |     |                       |     |     | 20.0  |      |      | 50.0  | 30.0 |      | 100   |   |      |       |     |
| E7 and E8         | # 6                                | 3    | 1   |      | 2    | 1   | 13    | 10.5  | 7.1  | 7.2 | NO                    | 7.1 | NO  | 2   | 1    | 1    | 2     |      |      | 6     | YES   | 0.0% | *     | YES |
|                   | % 46.2                             | 23.1 | 7.7 |      | 15.4 | 7.7 | 100   |   |      |     |                       |     |     | 33.3  | 16.7 | 16.7 | 33.3  |      |      | 100   |   |      |       |     |
|                   | #                                  |      |     |      |      |     |       |   |      |     |                       |     |     |   |      |      |       |      |      |       |   |      |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |     |                       |     |     |   |      |      |       |      |      |       |   |      |       |     |
|                   | #                                  |      |     |      |      |     |       |   |      |     |                       |     |     |   |      |      |       |      |      |       |   |      |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |     |                       |     |     |   |      |      |       |      |      |       |   |      |       |     |
|                   | #                                  |      |     |      |      |     |       |   |      |     |                       |     |     |   |      |      |       |      |      |       |   |      |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |     |                       |     |     |   |      |      |       |      |      |       |   |      |       |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    96.6 percent  
Level of Goal Attainment for 2021:    90.6 percent  
Level of Goal Attainment for 2022:    88.6 percent

## Midlands Technical College

President: Dr. Ronald L. Rhames

EEO Officer: Nicole B. Edwards

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |       |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |     |
|-------------------|------------------------------------|------|------|-----|------|------|-------|---|------|------|-----------------------|-----|-----|---|------|------|-------|------|------|-------|---|-------|-----|
|                   | WM                                 | BM   | OM   | WF  | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF  | WM  | BM   | OM   | WF    | BF   | OF   | TOTAL | BM  | WF    | BF  |
| T1, T2 and E1     | #                                  | 6    | 1    |     | 12   | 8    | 27    |   |      |      |                       |     | 1   |   |      | 1    | 2     |      | 4    |       |   |       |     |
|                   | %                                  | 22.2 | 3.7  |     | 44.4 | 29.6 | 100   | 8.9   | 32.7 | 13.2 | 5.2                   | NO  | NO  | 25.0  |      |      | 25.0  | 50.0 |      | 100   | 41.6%   | YES   | YES |
| T3 and T4         | #                                  | 81   | 14   | 6   | 81   | 25   | 10    | 217   |      |      |                       |     | 9   | 1   | 2    | 5    | 2     | 1    | 20   |       |   |       |     |
|                   | %                                  | 37.3 | 6.5  | 2.8 | 37.3 | 11.5 | 4.6   | 100   | 5.1  | 33.1 | 8.4                   | NO  | NO  | 45.0  | 5.0  | 10.0 | 25.0  | 10.0 | 5.0  | 100   | YES   | YES   | YES |
| T5 and E2         | #                                  | 34   | 13   |     | 58   | 58   | 5     | 168   |      |      |                       |     | 9   | 2   |      | 16   | 18    | 3    | 48   |       |   |       |     |
|                   | %                                  | 20.2 | 7.7  |     | 34.5 | 34.5 | 3.0   | 100   | 14.1 | 29.2 | 17.7                  | 6.4 | NO  | NO  | 18.8 | 4.2  |       | 33.3 | 37.5 | 6.3   | 100   | 54.6% | YES |
| E3                | #                                  | 16   | 2    | 1   | 13   | 11   |       | 43  |      |      |                       |     | 2   |   |      | 1    | 3     |      | 6    |       |   |       |     |
|                   | %                                  | 37.2 | 4.7  | 2.3 | 30.2 | 25.6 |       | 100   | 10.8 | 15.8 | 10.7                  | 6.1 | NO  | NO  | 33.3 |      |       | 16.7 | 50.0 |       | 100   | 43.5% | YES |
| E4 and E5         | #                                  | 5    | 1    | 1   | 7    | 7    | 2     | 23  |      |      |                       |     | 3   |   |      |      | 1     |      | 4    |       |   |       |     |
|                   | %                                  | 21.7 | 4.3  | 4.3 | 30.4 | 30.4 | 8.7   | 100   | 12.8 | 25.1 | 11.8                  | 8.5 | NO  | NO  | 75.0 |      |       |      | 25.0 |       | 100   | 33.6% | YES |
| E6                | #                                  | 1    | 1    |     | 14   | 10   |       | 26  |      |      |                       | *   |     |   |      | 6    |       |      | 6    |       |   |       |     |
|                   | %                                  | 3.8  | 3.8  |     | 53.8 | 38.5 |       | 100   | 6.2  | 44.4 | 27.1                  | 2.4 | NO  | NO  |      |      | 100.0 |      |      | 100   | 61.3%   | YES   | YES |
| E7                | #                                  | 5    | 4    |     |      | 2    |       | 11  |      |      |                       |     | 4   | 2   |      |      | 1     |      | 7    |       |   |       | *   |
|                   | %                                  | 45.5 | 36.4 |     |      | 18.2 |       | 100   | 28.0 | 19   | 3.9                   | NO  | 1.9 | NO  | 57.1 | 28.6 |       | 14.3 |      | 100   | YES   | 0.0%  | YES |
| E8                | #                                  | 10   | 2    |     | 3    | 3    |       | 18  |      |      |                       | *   |     |   |      | 1    | 1     |      | 4    |       |   |       | *   |
|                   | %                                  | 55.6 | 11.1 |     | 16.7 | 16.7 |       | 100   | 15.6 | 10.5 | 10.2                  | 4.5 | NO  | NO  | 50.0 |      |       | 25.0 | 25.0 | 100   | 71.2%   | YES   | YES |
|                   | #                                  |      |      |     |      |      |       |   |      |      |                       |     |     |   |      |      |       |      |      |       |   |       |     |
|                   | %                                  |      |      |     |      |      |       |   |      |      |                       |     |     |   |      |      |       |      |      |       |   |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    94.2 percent  
 Level of Goal Attainment for 2021:    94.5 percent  
 Level of Goal Attainment for 2022:    87.2 percent

## Northeastern Technical College

President: Kyle Wagner, PhD

EEO Officer: Christi Meggs

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |       |    |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|------------------------------------|------|-----|------|------|------|-------|---|------|------|-----------------------|------|------|---|------|----|------|-------|----|-------|--|-------|-------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM                    | WF   | BF   | WM  | BM   | OM | WF   | BF    | OF | TOTAL | BM   | WF    | BF    |
| T1, T2 & E1       | #                                  | 4    | 1   |      | 2    | 4    |       | 11  |      |      |                       |      |      |   |      |    | 1    |       |    | 1     |  |       |       |
|                   | %                                  | 36.4 | 9.1 |      | 18.2 | 36.4 |       | 100   | 2.3  | 38.3 | 28.5                  | NO   | 20.1 | NO  |      |    |      | 100.0 |    |       | 100  | YES   | 47.5% |
| T3 & T4           | #                                  | 14   |     | 2    | 9    | 3    |       | 28  |      |      |                       | *    |      | 1   |      |    | 6    | 3     |    | 10    |  | *     |       |
|                   | %                                  | 50.0 |     | 7.1  | 32.1 | 10.7 |       | 100   | 18.8 | 33.9 | 3.1                   | 18.8 | 1.8  | NO  | 10.0 |    | 60.0 | 30.0  |    | 100   | 0.0%   | 94.7% | YES   |
| E2, E3 & E5       | #                                  | 6    | 1   |      | 11   | 6    | 1     | 25  |      |      |                       | *    |      | 1   |      |    | 5    | 3     |    | 9     | *  |       |       |
|                   | %                                  | 24.0 | 4.0 |      | 44.0 | 24.0 | 4.0   | 100   | 4.4  | 42.1 | 16.8                  | 0.4  | NO   | NO  | 11.1 |    | 55.6 | 33.3  |    | 100   | 90.9%  | YES   | YES   |
| E6                | #                                  |      |     | 2    | 3    | 1    |       | 6   |      |      |                       | *    |      |   |      |    |      |       |    |       | *  |       |       |
|                   | %                                  |      |     | 33.3 | 50.0 | 16.7 |       | 100   | 0.3  | 53.5 | 31.7                  | 0.3  | 20.2 | NO  |      |    |      |       |    |       | 0.0%   | 62.2% | YES   |
| E7 & E8           | #                                  | 5    |     |      | 2    |      |       | 7   |      |      |                       | *    |      |   |      |    |      |       |    |       |  | *     |       |
|                   | %                                  | 71.4 |     |      | 28.6 |      |       | 100   | 15.0 | 6.5  | 8.4                   | 15.0 | 6.5  | NO  |      |    |      |       |    |       | 0.0%   | 0.0%  | YES   |
|                   | #                                  |      |     |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |       |    |       |  |       |       |
|                   | %                                  |      |     |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |       |    |       |  |       |       |
|                   | #                                  |      |     |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |       |    |       |  |       |       |
|                   | %                                  |      |     |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |       |    |       |  |       |       |
|                   | #                                  |      |     |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |       |    |       |  |       |       |
|                   | %                                  |      |     |      |      |      |       |   |      |      |                       |      |      |   |      |    |      |       |    |       |  |       |       |

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

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

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

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

Level of Goal Attainment for 2020:    85.0 percent  
 Level of Goal Attainment for 2021:    79.7 percent  
 Level of Goal Attainment for 2022:    76.6 percent

## Orangeburg-Calhoun Technical College

President: Dr. Walt A. Tobin  
EEO Officer: Marie S. Howell

| EEO CATEGORY  | ACTUAL WORKFORCE ON 9/30/2022 |    |    |    |    |    |       | Adjusted Availability% (Qualified Labor Pool) |    |    | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |    |    |    |    |       | % OF Goals Met Based on Adjusted Availability |      |    |  |  |  |  |  |       |      |       |     |
|---------------|-------------------------------|----|----|----|----|----|-------|---|----|----|------------------|------|------|--|----|----|----|----|----|-------|---|------|----|--|--|--|--|--|-------|------|-------|-----|
|               | WM                            | BM | OM | WF | BF | OF | TOTAL | BM  | WF | BF | BM               | WF   | BF   | WM   | BM | OM | WF | BF | OF | TOTAL | BM  | WF   | BF |  |  |  |  |  |       |      |       |     |
| T1 and T2     | # 2                           |    |    | 1  | 2  |    | 5     |   |    |    | 8.4              | 40.2 | 20.2 |  |    |    |    |    |    |       | 8.4   | 20.2 | NO |  |  |  |  |  |       | 0.0% | 49.8% | YES |
| T3 and T4     | # 16                          | 3  | 1  | 30 | 12 | 2  | 64    |   |    |    | 5.4              | 31.5 | 13.2 |  |    |    | 1  |    |    | 4     | 2   |      |    |  |  |  |  |  | 87.0% | YES  | YES   |     |
| T5 and E2     | # 3                           | 6  | 1  | 16 | 13 |    | 39    |   |    |    | 10.5             | 33.1 | 22.7 |  |    |    |    | 2  |    | 1     | 3   |      |    |  |  |  |  |  |       |      |       |     |
| E3, E4 and E5 | # 2                           | 2  |    | 10 | 4  |    | 18    |   |    |    | 19.6             | 19.9 | 18.2 |  |    |    | 1  | 2  |    | 1     |   |      |    |  |  |  |  |  |       |      |       |     |
| E6            | #                             |    |    | 5  | 5  |    | 10    |   |    |    | 0.7              | 48.6 | 36.9 |  |    |    |    |    |    | 1     | 3   |      |    |  |  |  |  |  |       |      |       |     |
| E7 and E8     | # 7                           | 5  | 1  | 2  | 1  |    | 16    |   |    |    | 19.5             | 4.7  | 14.1 |  |    |    |    |    |    |       |   |      |    |  |  |  |  |  |       |      |       |     |
|               | #                             |    |    |    |    |    |       |   |    |    |                  |      |      |  |    |    |    |    |    |       |   |      |    |  |  |  |  |  |       |      |       |     |
|               | %                             |    |    |    |    |    |       |   |    |    |                  |      |      |  |    |    |    |    |    |       |   |      |    |  |  |  |  |  |       |      |       |     |
|               | #                             |    |    |    |    |    |       |   |    |    |                  |      |      |  |    |    |    |    |    |       |   |      |    |  |  |  |  |  |       |      |       |     |
|               | %                             |    |    |    |    |    |       |   |    |    |                  |      |      |  |    |    |    |    |    |       |   |      |    |  |  |  |  |  |       |      |       |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    95.8 percent  
Level of Goal Attainment for 2021:    93.0 percent  
Level of Goal Attainment for 2022:    89.9 percent

## Piedmont Technical College

President: Dr. Hope Rivers  
EEO Officer: Alesia Brown

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |       |       | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |        |         |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|-------|-------|---|------|----|------|------|----|-------|---|--------|---------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF    | BF    | WM  | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF     | BF      |
| T1 and T2         | # 3                                |      |     | 4    | 2    |     | 9     | 3.6   | 38.4 | 7.5  | 3.6 *                 | NO    | NO    |   |      |    |      |      |    |       | 0.0% *  | YES    | YES     |
|                   | % 33.3                             |      |     | 44.4 | 22.2 |     | 100   |   |      |      |                       |       |       |   |      |    |      |      |    |       |   |        |         |
| T3 and T4         | # 44                               | 6    | 2   | 47   | 10   | 4   | 113   | 3.1   | 45.3 | 6.9  | NO                    | 3.7   | NO    | 10  |      |    | 10   | 2    |    | 22    | YES   | 91.8%  | YES     |
|                   | % 38.9                             | 5.3  | 1.8 | 41.6 | 8.8  | 3.5 | 100   |   |      |      |                       |       |       | 45.5  |      |    | 45.5 | 9.1  |    | 100   |   |        |         |
| E2                | # 16                               | 6    | 1   | 38   | 21   | 1   | 83    | 4.7   | 38.8 | 14.0 | NO                    | NO    | NO    | 3   | 1    |    | 10   | 2    |    | 16    | YES   | YES    | YES     |
|                   | % 19.3                             | 7.2  | 1.2 | 45.8 | 25.3 | 1.2 | 100   |   |      |      |                       |       |       | 18.8  | 6.3  |    | 62.5 | 12.5 |    | 100   | YES   | YES    | YES     |
| E3, E4 and E5     | # 5                                | 1    | 1   | 12   | 1    |     | 20    | 8.6   | 30.1 | 7.8  | 3.6 *                 | NO    | 2.8 * | 1   |      |    | 1    | 1    |    | 3     | 58.1% *   | YES    | 64.1% * |
|                   | % 25.0                             | 5.0  | 5.0 | 60.0 | 5.0  |     | 100   |   |      |      |                       |       |       | 33.3  |      |    | 33.3 | 33.3 |    | 100   |   |        |         |
| E6                | # 3                                | 1    |     | 15   | 10   |     | 29    | 2.9   | 50.8 | 23.2 | NO                    | NO    | NO    | 1   | 1    |    | 3    | 1    |    | 6     | YES   | YES    | YES     |
|                   | % 10.3                             | 3.4  |     | 51.7 | 34.5 |     | 100   |   |      |      |                       |       |       | 16.7  | 16.7 |    | 50.0 | 16.7 |    | 100   | YES   | YES    | YES     |
| E7                | # 9                                | 1    |     |      |      |     | 10    | 4.3   | 4.0  | 3.9  | NO                    | 4.0 * | 3.9 * | 1   |      |    |      |      |    | 1     | YES   | 0.0% * | 0.0% *  |
|                   | % 90.0                             | 10.0 |     |      |      |     | 100   |   |      |      |                       |       |       | 100.0   |      |    |      |      |    | 100   |   |        |         |
| E8                | # 2                                |      |     | 1    | 1    |     | 4     | 14.0  | 13.5 | 11.8 | 14.0 *                | NO    | NO    | 3   |      |    |      |      |    | 3     | 0.0% *  | YES    | YES     |
|                   | % 50.0                             |      |     | 25.0 | 25.0 |     | 100   |   |      |      |                       |       |       | 100.0   |      |    |      |      |    | 100   |   |        |         |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |       |       |   |      |    |      |      |    |       |   |        |         |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |       |       |   |      |    |      |      |    |       |   |        |         |

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

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

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

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

Level of Goal Attainment for 2020:    98.0 percent  
Level of Goal Attainment for 2021:    95.9 percent  
Level of Goal Attainment for 2022:    94.9 percent

## Spartanburg Community College

President: G. Michael Mikota  
EEO Officer: Mary Whitener

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |      |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |     |
|-------------------|------------------------------------|-----|-----|------|------|-----|-------|---|------|------|-----------------------|-----|----|---|------|-----|------|------|------|-------|---|-------|-----|
|                   | WM                                 | BM  | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF | WM  | BM   | OM  | WF   | BF   | OF   | TOTAL | BM  | WF    | BF  |
| T1,T2 and E1      | # 5                                | 1   |     | 6    | 3    |     | 15    | 4.6   | 49.7 | 11.6 | NO                    | 9.7 | NO | 3   | 1    |     | 2    | 1    |      | 7     | YES   | 80.5% | YES |
|                   | % 33.3                             | 6.7 |     | 40.0 | 20.0 |     | 100   |   |      |      |                       |     |    | 42.9  | 14.3 |     | 28.6 | 14.3 |      | 100   |   |       |     |
| T3 and T4         | # 49                               | 4   | 4   | 70   | 9    | 5   | 141   | 2.4   | 45.7 | 5.0  | NO                    | NO  | NO | 16  |      | 1   | 11   | 3    | 1    | 32    | YES   | YES   | YES |
|                   | % 34.8                             | 2.8 | 2.8 | 49.6 | 6.4  | 3.5 | 100   |   |      |      |                       |     |    | 50.0  |      | 3.1 | 34.4 | 9.4  | 3.1  | 100   |   |       |     |
| T5 and E2         | # 19                               | 4   | 1   | 36   | 9    | 3   | 72    | 7.7   | 36.2 | 8.6  | 2.1                   | NO  | NO | 3   | 2    |     | 8    | 4    | 3    | 20    | 72.7%   | YES   | YES |
|                   | % 26.4                             | 5.6 | 1.4 | 50.0 | 12.5 | 4.2 | 100   |   |      |      |                       |     |    | 15.0  | 10.0 |     | 40.0 | 20.0 | 15.0 | 100   |   |       |     |
| E3, E5 and E6     | # 7                                | 1   | 1   | 32   | 12   | 1   | 54    | 2.6   | 50.7 | 10.8 | 0.7                   | NO  | NO |   |      |     | 2    | 1    |      | 3     | 73.1%   | YES   | YES |
|                   | % 13.0                             | 1.9 | 1.9 | 59.3 | 22.2 | 1.9 | 100   |   |      |      |                       |     |    |   |      |     | 66.7 | 33.3 |      | 100   |   |       |     |
| E4, E7 and E8     | # 27                               | 2   | 1   | 2    | 2    |     | 34    | 8.7   | 9.5  | 5.7  | 2.8                   | 3.6 | NO | 5   | 1    |     |      | 1    |      | 7     | 67.8%   | 62.1% | YES |
|                   | % 79.4                             | 5.9 | 2.9 | 5.9  | 5.9  |     | 100   |   |      |      |                       |     |    | 71.4  | 14.3 |     |      | 14.3 |      | 100   |   |       |     |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |     |    |   |      |     |      |      |      |       |   |       |     |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |     |    |   |      |     |      |      |      |       |   |       |     |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |     |    |   |      |     |      |      |      |       |   |       |     |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |     |    |   |      |     |      |      |      |       |   |       |     |
|                   | #                                  |     |     |      |      |     |       |   |      |      |                       |     |    |   |      |     |      |      |      |       |   |       |     |
|                   | %                                  |     |     |      |      |     |       |   |      |      |                       |     |    |   |      |     |      |      |      |       |   |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    92.0 percent  
Level of Goal Attainment for 2021:    94.7 percent  
Level of Goal Attainment for 2022:    90.4 percent

## Tri-County Technical College

President: Dr. Galen DeHay

EEO Officer: Marcia Leake

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |     |      |      |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |     |      | 4<br>UNDERUTILIZATION |     |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted 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    |     | 11   | 4    |       | 30  |     |      |                       |     |    | 1   | 2    |      | 2    | 1    |      | 6     |  |       |       |
|                   | %                                  | 40.0 | 10.0 |     | 36.7 | 13.3 |       | 100   | 4.3 | 29.6 | 5.2                   | NO  | NO | NO  | 16.7 | 33.3 |      | 33.3 | 16.7 |       | 100  | YES   | YES   |
| T3                | #                                  | 18   | 1    | 2   | 21   | 5    |       | 47  | 3.1 | 36.1 | 4.1                   | 1.0 | NO | 1   | 1    |      | 5    | 1    |      | 8     | 67.7%  | YES   | YES   |
|                   | %                                  | 38.3 | 2.1  | 4.3 | 44.7 | 10.6 |       | 100   | 3.1 | 36.1 | 4.1                   | 1.0 | NO | 12.5  | 12.5 |      | 62.5 | 12.5 |      | 100   | 67.7%  | YES   | YES   |
| T4                | #                                  | 37   | 2    | 2   | 49   | 4    | 2     | 96  | 3.2 | 33.7 | 4.3                   | 1.1 | NO | 5   | 1    |      | 10   | 1    |      | 17    | 65.6%  | YES   | 97.7% |
|                   | %                                  | 38.5 | 2.1  | 2.1 | 51.0 | 4.2  | 2.1   | 100   | 3.2 | 33.7 | 4.3                   | 1.1 | NO | 29.4  | 5.9  |      | 58.8 | 5.9  |      | 100   | 65.6%  | YES   | 97.7% |
| T5 & E2           | #                                  | 27   | 1    | 3   | 66   | 10   | 2     | 109   | 5.0 | 30.0 | 8.1                   | 4.1 | NO | 9   |      | 1    | 21   | 5    | 1    | 37    | 18.0%  | YES   | YES   |
|                   | %                                  | 24.8 | 0.9  | 2.8 | 60.6 | 9.2  | 1.8   | 100   | 5.0 | 30.0 | 8.1                   | 4.1 | NO | 24.3  |      | 2.7  | 56.8 | 13.5 | 2.7  | 100   | 18.0%  | YES   | YES   |
| E3 & E5           | #                                  | 11   |      |     | 18   | 1    |       | 30  | 3.4 | 40.7 | 10.2                  | 3.4 | NO | 2   |      |      | 7    |      |      | 9     | 0.0%   | YES   | 32.4% |
|                   | %                                  | 36.7 |      |     | 60.0 | 3.3  |       | 100   | 3.4 | 40.7 | 10.2                  | 3.4 | NO | 22.2  |      |      | 77.8 |      |      | 100   | 0.0%   | YES   | 32.4% |
| E6                | #                                  |      |      |     | 11   | 6    | 1     | 18  | 0.4 | 71.6 | 8.9                   | 0.4 | NO |   |      |      | 2    | 2    |      | 4     | 0.0%   | 85.3% | YES   |
|                   | %                                  |      |      |     | 61.1 | 33.3 | 5.6   | 100   | 0.4 | 71.6 | 8.9                   | 0.4 | NO |   |      |      | 50.0 | 50.0 |      | 100   | 0.0%   | 85.3% | YES   |
| E4, E7 & E8       | #                                  | 14   |      |     | 4    | 1    |       | 19  | 8.6 | 13.4 | 4.1                   | 8.6 | NO | 2   |      |      | 1    | 1    |      | 4     | 0.0%   | YES   | YES   |
|                   | %                                  | 73.7 |      |     | 21.1 | 5.3  |       | 100   | 8.6 | 13.4 | 4.1                   | 8.6 | NO | 50.0  |      |      | 25.0 | 25.0 |      | 100   | 0.0%   | YES   | YES   |
|                   | #                                  |      |      |     |      |      |       |   |     |      |                       |     |    |   |      |      |      |      |      |       |  |       |       |
|                   | %                                  |      |      |     |      |      |       |   |     |      |                       |     |    |   |      |      |      |      |      |       |  |       |       |
|                   | #                                  |      |      |     |      |      |       |   |     |      |                       |     |    |   |      |      |      |      |      |       |  |       |       |
|                   | %                                  |      |      |     |      |      |       |   |     |      |                       |     |    |   |      |      |      |      |      |       |  |       |       |

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

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

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

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

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

Level of Goal Attainment for 2020:    80.0 percent  
 Level of Goal Attainment for 2021:    80.8 percent  
 Level of Goal Attainment for 2022:    78.3 percent

## Trident Technical College

President: Dr. Mary Thornley  
EEO Officer: Devetta Williams-Hughes

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | Adjusted Availability%<br>(Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |    | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |       |      |      |       | % OF Goals Met Based on Adjusted Availability |       |     |
|--------------|-------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|----|--|------|-----|-------|------|------|-------|---|-------|-----|
|              | WM                            | BM   | OM  | WF   | BF   | OF  | TOTAL | BM   | WF   | BF   | BM               | WF   | BF | WM   | BM   | OM  | WF    | BF   | OF   | TOTAL | BM  | WF    | BF  |
| T1,T2 and E1 | # 5                           | 4    |     | 6    | 3    | 1   | 19    | 8.0  | 32.4 | 11.1 | NO               | 0.8* | NO |  |      |     | 1     |      |      | 1     | YES   | 97.5% | YES |
|              | % 26.3                        | 21.1 |     | 31.6 | 15.8 | 5.3 | 100   |  |      |      |                  |      |    |  |      |     | 100.0 |      |      | 100   |   |       |     |
| T3 and T4    | # 85                          | 13   | 5   | 108  | 24   | 9   | 244   | 2.9  | 35.4 | 4.8  | NO               | NO   | NO | 14   | 1    | 1   | 16    | 6    | 3    | 41    | YES   | YES   | YES |
|              | % 34.8                        | 5.3  | 2.0 | 44.3 | 9.8  | 3.7 | 100   |  |      |      |                  |      |    | 34.1                                       | 2.4  | 2.4 | 39.0  | 14.6 | 7.3  | 100   |   |       |     |
| T5 and E2    | # 40                          | 17   | 6   | 62   | 50   | 8   | 183   | 6.1  | 37.5 | 12.9 | NO               | 3.6  | NO | 8  | 5    | 1   | 8     | 9    | 1    | 32    | YES   | 90.4% | YES |
|              | % 21.9                        | 9.3  | 3.3 | 33.9 | 27.3 | 4.4 | 100   |  |      |      |                  |      |    | 25.0                                       | 15.6 | 3.1 | 25.0  | 28.1 | 3.1  | 100   |   |       |     |
| E3,E5 and E6 | # 19                          | 6    | 1   | 39   | 19   | 4   | 88    | 3.9  | 43.4 | 16.7 | NO               | NO   | NO | 7  | 2    |     | 11    | 5    | 3    | 28    | YES   | YES   | YES |
|              | % 21.6                        | 6.8  | 1.1 | 44.3 | 21.6 | 4.5 | 100   |  |      |      |                  |      |    | 25.0                                       | 7.1  |     | 39.3  | 17.9 | 10.7 | 100   |   |       |     |
| E4           | # 3                           | 3    |     | 1    | 2    |     | 9     | 18.9   | 12.3 | 3.6  | NO               | 1.2* | NO | 2  |      |     | 1     | 2    |      | 5     | YES   | 90.2% | YES |
|              | % 33.3                        | 33.3 |     | 11.1 | 22.2 |     | 100   |  |      |      |                  |      |    | 40.0                                       |      |     | 20.0  | 40.0 |      | 100   |   |       |     |
| E7 and E8    | # 15                          | 16   | 2   | 5    | 8    | 2   | 48    | 14.6   | 10.0 | 8.3  | NO               | NO   | NO | 3  | 3    |     | 3     |      |      | 9     | YES   | YES   | YES |
|              | % 31.3                        | 33.3 | 4.2 | 10.4 | 16.7 | 4.2 | 100   |  |      |      |                  |      |    | 33.3                                       | 33.3 |     | 33.3  |      |      | 100   |   |       |     |
|              | #                             |      |     |      |      |     |       |  |      |      |                  |      |    |  |      |     |       |      |      |       |   |       |     |
|              | %                             |      |     |      |      |     |       |  |      |      |                  |      |    |  |      |     |       |      |      |       |   |       |     |
|              | #                             |      |     |      |      |     |       |  |      |      |                  |      |    |  |      |     |       |      |      |       |   |       |     |
|              | %                             |      |     |      |      |     |       |  |      |      |                  |      |    |  |      |     |       |      |      |       |   |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    97.5 percent  
Level of Goal Attainment for 2021:    95.5 percent  
Level of Goal Attainment for 2022:    98.8 percent

## Williamsburg Technical College

President: Dr. Patricia A. Lee  
EEO Officer: Jennifer C. Strong

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |    |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |      |      | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |       |      |    |       | 6<br>% OF Goals Met Based on Adjusted 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                                | 1    |    | 2    | 4    |     | 8     |   |      |      | 1.1                   | 7.4  | NO   |   |      |    | 1     |      |    | 1     | 91.9%  | 77.2% | YES  |
|                   | % 12.5                             | 12.5 |    | 25.0 | 50.0 |     | 100   | 13.6  | 32.4 | 14.7 |                       |      |      |   |      |    | 100.0 |      |    | 100   |  |       |      |
| T3 & T4           | # 4                                | 6    |    | 8    | 6    | 1   | 25    | 5.8   | 65.6 | 3.0  | NO                    | 33.6 | NO   | 1   | 1    |    | 3     |      |    | 5     | YES  | 48.8% | YES  |
|                   | % 16.0                             | 24.0 |    | 32.0 | 24.0 | 4.0 | 100   |   |      |      |                       |      |      | 20.0  | 20.0 |    | 60.0  |      |    | 100   |  |       |      |
| E2                | # 1                                |      |    | 10   | 3    |     | 14    | 11.7  | 23.7 | 21.1 | 11.7                  | NO   | NO   |   |      |    | 6     | 2    |    | 8     | 0.0%   | YES   | YES  |
|                   | % 7.1                              |      |    | 71.4 | 21.4 |     | 100   |   |      |      |                       |      |      |   |      |    | 75.0  | 25.0 |    | 100   |  |       |      |
| E3, E5 & E6       | #                                  | 3    |    | 3    | 7    |     | 13    | 12.4  | 33.9 | 30.3 | NO                    | 10.8 | NO   |   | 1    |    | 1     | 3    |    | 5     | YES  | 68.1% | YES  |
|                   | %                                  | 23.1 |    | 23.1 | 53.8 |     | 100   |   |      |      |                       |      |      | 20.0  |      |    | 20.0  | 60.0 |    | 100   |  |       |      |
| E7 & E8           | # 1                                | 5    |    |      |      |     | 6     | 17.4  | 3.5  | 24.8 | NO                    | 3.5  | 24.8 |   | 2    |    |       |      |    | 2     | YES  | 0.0%  | 0.0% |
|                   | % 16.7                             | 83.3 |    |      |      |     | 100   |   |      |      |                       |      |      | 100.0   |      |    |       |      |    | 100   |  |       |      |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |      |      |   |      |    |       |      |    |       |  |       |      |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |      |      |   |      |    |       |      |    |       |  |       |      |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |      |      |   |      |    |       |      |    |       |  |       |      |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |      |      |   |      |    |       |      |    |       |  |       |      |
|                   | #                                  |      |    |      |      |     |       |   |      |      |                       |      |      |   |      |    |       |      |    |       |  |       |      |
|                   | %                                  |      |    |      |      |     |       |   |      |      |                       |      |      |   |      |    |       |      |    |       |  |       |      |

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

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

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

Level of Goal Attainment for 2020:    88.1 percent  
Level of Goal Attainment for 2021:    89.2 percent  
Level of Goal Attainment for 2022:    77.6 percent

## York Technical College

President: Dr. Stacey Moore  
EEO Officer: Koa Morgan

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |     |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|-----|----|---|------|------|------|------|------|-------|--|-------|-----|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF | WM  | BM   | OM   | WF   | BF   | OF   | TOTAL | BM   | WF    | BF  |
| T2 and E1         | # 4                                | 1    | 1   | 7    | 6    |     | 19    |   |      |      |                       |     |    | 1   | 1    |      | 3    | 4    |      | 9     |  |       |     |
|                   | % 21.1                             | 5.3  | 5.3 | 36.8 | 31.6 |     | 100   | 3.9   | 27.7 | 4.0  | NO                    | NO  | NO | 11.1  | 11.1 |      | 33.3 | 44.4 |      | 100   | YES  | YES   | YES |
| T3 and T4         | # 37                               | 5    | 4   | 41   | 18   | 2   | 107   |   |      |      |                       |     |    | 7   | 2    | 1    | 12   | 2    |      | 24    |  |       |     |
|                   | % 34.6                             | 4.7  | 3.7 | 38.3 | 16.8 | 1.9 | 100   | 2.4   | 32.4 | 3.4  | NO                    | NO  | NO | 29.2  | 8.3  | 4.2  | 50.0 | 8.3  |      | 100   | YES  | YES   | YES |
| T5 and E2         | # 11                               | 3    | 1   | 25   | 16   | 1   | 57    |   |      |      |                       |     |    | 2   | 2    |      | 7    | 9    |      | 20    |  |       |     |
|                   | % 19.3                             | 5.3  | 1.8 | 43.9 | 28.1 | 1.8 | 100   | 4.0   | 30.2 | 5.6  | NO                    | NO  | NO | 10.0  | 10.0 |      | 35.0 | 45.0 |      | 100   | YES  | YES   | YES |
| E3 and E5         | # 5                                | 1    | 1   | 6    | 6    | 1   | 20    |   |      |      |                       |     |    | 1   | 1    |      | 4    | 1    |      | 7     |  |       | *   |
|                   | % 25.0                             | 5.0  | 5.0 | 30.0 | 30.0 | 5.0 | 100   | 4.0   | 33.2 | 5.5  | NO                    | 3.2 | NO | 14.3  | 14.3 |      | 57.1 | 14.3 |      | 100   | YES  | 90.4% | YES |
| E6                | #                                  |      |     | 6    | 8    |     | 14    |   |      |      |                       |     |    |   |      |      | 1    | 2    |      | 3     |  |       | *   |
|                   | %                                  |      |     | 42.9 | 57.1 |     | 100   | 3.0   | 42.8 | 10.2 | 3.0                   | NO  | NO |   |      |      | 33.3 | 66.7 |      | 100   | 0.0%   | YES   | YES |
| E4, E7 and E8     | # 14                               | 6    | 1   | 3    | 4    |     | 28    |   |      |      |                       |     |    | 3   |      | 1    | 1    |      | 1    | 6     |  |       |     |
|                   | % 50.0                             | 21.4 | 3.6 | 10.7 | 14.3 |     | 100   | 9.7   | 8.6  | 4.6  | NO                    | NO  | NO | 50.0  |      | 16.7 | 16.7 |      | 16.7 | 100   | YES  | YES   | YES |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |    |   |      |      |      |      |      |       |  |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |    |   |      |      |      |      |      |       |  |       |     |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |    |   |      |      |      |      |      |       |  |       |     |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |    |   |      |      |      |      |      |       |  |       |     |

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

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

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

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

Level of Goal Attainment for 2020:    91.9 percent  
Level of Goal Attainment for 2021:    89.3 percent  
Level of Goal Attainment for 2022:    99.4 percent

## Department of Transportation

Agency Director: Christy A. Hall  
EEO Officer: Cynthia J. Whittenburg

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |       |      |     |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |       |
|-------------------|------------------------------------|------|------|------|------|-----|-------|---|------|------|-----------------------|-----|-----|---|------|-----|-------|------|-----|-------|--|-------|-------|
|                   | 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    |      | 7    | 1    | 1   | 39    |   |      |      |                       |     |     |   |      |     | 1     |      |     | 1     |  |       | *     |
|                   | % 66.7                             | 10.3 |      | 17.9 | 2.6  | 2.6 | 100   | 4.0   | 20.7 | 3.0  | NO                    | 2.8 | 0.4 |   |      |     | 100.0 |      |     | 100   | YES  | 86.5% | 86.7% |
| E2                | # 138                              | 34   | 5    | 139  | 88   | 11  | 415   |   |      |      |                       |     |     | 27  | 10   | 2   | 29    | 18   | 3   | 89    |  |       |       |
|                   | % 33.3                             | 8.2  | 1.2  | 33.5 | 21.2 | 2.7 | 100   | 6.9   | 31.9 | 10.9 | NO                    | NO  | NO  | 30.3  | 11.2 | 2.2 | 32.6  | 20.2 | 3.4 | 100   | YES  | YES   | YES   |
| E2A               | # 511                              | 41   | 75   | 89   | 27   | 10  | 753   |   |      |      |                       |     |     | 83  | 21   | 11  | 18    | 6    | 2   | 141   |  |       |       |
|                   | % 67.9                             | 5.4  | 10.0 | 11.8 | 3.6  | 1.3 | 100   | 3.8   | 9.9  | 0.0  | NO                    | NO  | NO  | 58.9  | 14.9 | 7.8 | 12.8  | 4.3  | 1.4 | 100   | YES  | YES   | YES   |
| E3 & E5           | # 65                               | 9    | 5    | 97   | 33   | 5   | 214   |   |      |      |                       |     |     | 19  | 1    |     | 12    | 4    |     | 36    |  |       |       |
|                   | % 30.4                             | 4.2  | 2.3  | 45.3 | 15.4 | 2.3 | 100   | 8.6   | 29.3 | 9.3  | 4.4                   | NO  | NO  | 52.8  | 2.8  |     | 33.3  | 11.1 |     | 100   | 48.8%  | YES   | YES   |
| E3A               | # 119                              | 39   | 9    | 37   | 10   | 1   | 215   |   |      |      |                       |     |     | 62  | 15   | 5   | 12    | 3    |     | 97    |  |       |       |
|                   | % 55.3                             | 18.1 | 4.2  | 17.2 | 4.7  | 0.5 | 100   | 10.9  | 10.0 | 4.6  | NO                    | NO  | NO  | 63.9  | 15.5 | 5.2 | 12.4  | 3.1  |     | 100   | YES  | YES   | YES   |
| E6                | # 1                                | 1    |      | 25   | 16   |     | 43    |   |      |      |                       |     |     |   |      |     | 3     | 5    |     | 8     |  |       |       |
|                   | % 2.3                              | 2.3  |      | 58.1 | 37.2 |     | 100   | 1.2   | 65.6 | 15.7 | NO                    | 7.5 | NO  |   |      |     | 37.5  | 62.5 |     | 100   | YES  | 88.6% | YES   |
| E7                | # 1020                             | 543  | 34   | 38   | 64   | 6   | 1705  |   |      |      |                       |     |     | 398   | 221  | 16  | 24    | 27   | 3   | 689   |  |       |       |
|                   | % 59.8                             | 31.8 | 2.0  | 2.2  | 3.8  | 0.4 | 100   | 32.8  | 1.6  | 6.0  | 1.0                   | NO  | 2.2 | 57.8  | 32.1 | 2.3 | 3.5   | 3.9  | 0.4 | 100   | 97.0%  | YES   | 63.3% |
| E8                | # 10                               | 5    |      | 30   | 15   | 2   | 62    |   |      |      |                       |     |     | 3   | 3    |     | 7     | 3    |     | 16    |  |       |       |
|                   | % 16.1                             | 8.1  |      | 48.4 | 24.2 | 3.2 | 100   | 16.1  | 21.5 | 15.8 | 8.0                   | NO  | NO  | 18.8  | 18.8 |     | 43.8  | 18.8 |     | 100   | 50.3%  | YES   | YES   |
|                   | #                                  |      |      |      |      |     |       |   |      |      |                       |     |     |   |      |     |       |      |     |       |  |       |       |
|                   | %                                  |      |      |      |      |     |       |   |      |      |                       |     |     |   |      |     |       |      |     |       |  |       |       |

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

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

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

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

Level of Goal Attainment for 2020:    93.0 percent  
Level of Goal Attainment for 2021:    87.7 percent  
Level of Goal Attainment for 2022:    92.5 percent

## South Carolina State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |  |      |      |     | Adjusted Availability%<br>(Qualified Labor Pool) |  |  | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |    |       |   |  |  |      | % OF Goals Met Based on<br>Adjusted Availability |     |     |        |         |     |
|--------------|-------------------------------|------|------|--|------|------|-----|--|--|--|------------------|------|------|--|----|-------|---|--|--|------|--|-----|-----|--------|---------|-----|
|              |                               |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     | WM     | BM      | OM  |
| E1           | #                             | 4    |      |  | 7    | 1    | 12  |  |  |  | 3.6              | 30.1 | 6.4  | 3.6 *                                      | NO | NO    | 1 |  |  |      |  |     | 1   | 0.0% * | YES     | YES |
|              | %                             | 33.3 |      |  | 58.3 | 8.3  | 100 |  |  |  |                  |      |      | 100.0                                      |    |       |   |  |  |      |  |     | 100 |        |         |     |
| E2           | #                             | 19   | 2    |  | 21   | 4    | 46  |  |  |  | 4.3              | 36.4 | 14.3 | 0.0  | NO | 5.6   | 3 |  |  | 6    | 1  | 10  | YES | YES    | 60.8%   |     |
|              | %                             | 41.3 | 4.3  |  | 45.7 | 8.7  | 100 |  |  |  |                  |      |      | 30.0                                       |    |       |   |  |  | 60.0 | 10.0   | 100 |     |        |         |     |
| E3 & E6      | #                             | 2    | 1    |  | 4    | 1    | 8   |  |  |  | 5.4              | 38.5 | 12.9 | NO   | NO | 0.4 * |   |  |  |      | 1  | 1   | YES | YES    | 96.9% * |     |
|              | %                             | 25.0 | 12.5 |  | 50.0 | 12.5 | 100 |  |  |  |                  |      |      | NO   | NO | 0.4   |   |  |  |      | 100  | 0   | 100 |        |         |     |
|              | #                             |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     |        |         |     |
|              | %                             |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     |        |         |     |
|              | #                             |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     |        |         |     |
|              | %                             |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     |        |         |     |
|              | #                             |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     |        |         |     |
|              | %                             |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     |        |         |     |
|              | #                             |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     |        |         |     |
|              | %                             |      |      |  |      |      |     |  |  |  |                  |      |      |  |    |       |   |  |  |      |  |     |     |        |         |     |

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

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

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

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

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

Level of Goal Attainment for 2020:    99.7 percent  
 Level of Goal Attainment for 2021:    98.6 percent  
 Level of Goal Attainment for 2022:    94.7 percent

## University of South Carolina (Page 1 of 4)

President: Michael Amiridis

EEO Officer: Molly Peirano

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |     |      | 4<br>UNDERUTILIZATION |     |     | 5<br>H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |       |      |       | 6<br>% OF Goals Met Based on Adjusted 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              | #                                  | 32   | 8    |      | 23   | 5   | 1     | 69  | 3.1 | 30.1 | 4.9                   | NO  | NO  | NO  | 3    | 3    |      | 7     |      | 9     | 22   |       |       |       |
|                   | %                                  | 46.4 | 11.6 |      | 33.3 | 7.2 | 1.4   | 100   |     |      |                       | NO  | NO  | NO  | 13.6 | 13.6 | 0.0  | 31.8  | 0.0  | 40.9  | 100  | YES   | YES   | YES   |
| C223              | #                                  | 59   | 2    | 9    | 41   | 9   | 6     | 126   | 3.6 | 40.6 | 7.9                   |     |     |   | 3    | 1    |      | 5     | 1    | 2     | 12   |       |       |       |
|                   | %                                  | 46.8 | 1.6  | 7.1  | 32.5 | 7.1 | 4.8   | 100   |     |      |                       | 2.0 | 8.1 | 0.8   | 25.0 | 8.3  | 0.0  | 41.7  | 8.3  | 16.7  | 100  | 44.4% | 80.0% | 89.9% |
| C328              | #                                  | 268  | 5    | 76   | 144  | 15  | 24    | 532   | 2.4 | 31.9 | 3.3                   |     |     |   | 17   |      | 3    | 14    | 1    | 1     | 36   |       |       |       |
|                   | %                                  | 50.4 | 0.9  | 14.3 | 27.1 | 2.8 | 4.5   | 100   |     |      |                       | 1.5 | 4.8 | 0.5   | 47.2 | 0.0  | 8.3  | 38.9  | 2.8  | 2.8   | 100  | 37.5% | 85.0% | 84.8% |
| C428              | #                                  | 214  | 17   | 58   | 193  | 27  | 52    | 561   | 2.4 | 31.9 | 3.3                   | NO  | NO  | NO  | 7    | 1    | 2    | 19    | 1    | 4     | 34   |       |       |       |
|                   | %                                  | 38.1 | 3    | 10.3 | 34.4 | 4.8 | 9.3   | 100   |     |      |                       | NO  | NO  | NO  | 20.6 | 2.9  | 5.9  | 55.9  | 2.9  | 11.8  | 100  | YES   | YES   | YES   |
| C528              | #                                  | 128  | 11   | 67   | 134  | 21  | 49    | 410   | 2.4 | 31.9 | 3.3                   | NO  | NO  | NO  | 24   |      | 12   | 26    | 5    | 12    | 79   |       |       |       |
|                   | %                                  | 31.2 | 2.7  | 16.3 | 32.7 | 5.1 | 12    | 100   |     |      |                       | NO  | NO  | NO  | 30.4 | 0.0  | 15.2 | 32.9  | 6.3  | 15.2  | 100  | YES   | YES   | YES   |
| C629              | #                                  | 140  | 14   | 20   | 195  | 17  | 24    | 410   | 2.4 | 31.9 | 3.3                   |     |     |   | 20   | 1    | 7    | 40    | 10   | 2     | 80   |       |       |       |
|                   | %                                  | 34.1 | 3.4  | 4.9  | 47.6 | 4.1 | 5.9   | 100   |     |      |                       | NO  | NO  | NO  | 25.0 | 1.3  | 8.8  | 50.0  | 12.5 | 2.5   | 100  | YES   | YES   | YES   |
| C729              | #                                  | 12   | 1    |      | 15   |     | 1     | 29  | 2.4 | 31.9 | 3.3                   |     |     | *   |      |      |      | 3     |      |       | 3  |       |       | *     |
|                   | %                                  | 41.4 | 3.4  |      | 51.7 |     | 3.4   | 100   |     |      |                       | NO  | NO  | 3.3   | 0.0  | 0.0  | 0.0  | 100.0 | 0.0  | 0.0   | 100  | YES   | YES   | 0.0%  |
| C826              | #                                  | 25   | 1    | 1    | 53   | 1   | 2     | 83  | 1.7 | 55.2 | 4.7                   | 0.5 | NO  | 3.5   |      |      |      | 3     | 1    |       | 4  | 70.6% | YES   | 25.5% |
|                   | %                                  | 30.1 | 1.2  | 1.2  | 63.9 | 1.2 | 2.4   | 100   |     |      |                       | 0.5 | NO  | 3.5   | 0.0  | 0.0  | 0.0  | 75.0  | 25.0 | 0.0   | 100  | 70.6% | YES   | 25.5% |
| C829              | #                                  | 130  | 10   | 19   | 169  | 32  | 22    | 382   | 2.4 | 32.2 | 3.3                   |     |     |   | 6    | 3    | 3    | 22    | 6    | 4     | 44   |       |       |       |
|                   | %                                  | 34   | 2.6  | 5    | 44.2 | 8.4 | 5.8   | 100   |     |      |                       | NO  | NO  | NO  | 13.6 | 6.8  | 6.8  | 50.0  | 13.6 | 9.1   | 100  | YES   | YES   | YES   |

**NOTE:**

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

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

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

Level of Goal Attainment for 2020:    83.5 percent  
 Level of Goal Attainment for 2021:    82.7 percent  
 Level of Goal Attainment for 2022:    84.3 percent

## University of South Carolina (Page 2 of 4)

President: Michael Amiridis

EEO Officer: Molly Peirano

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |     |      | H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | % OF Goals Met Based on Adjusted 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         | #                             | 149  | 36   | 13   | 53   | 19   | 5     | 275   | 4.8  | 33.7 | 5.0              | NO  | 14.4 | NO   | 37   | 11   | 4    | 8    | 4    | 1     | 65  | YES   | 57.3% | YES   |
|              | %                             | 54.2 | 13.1 | 4.7  | 19.3 | 6.9  | 1.8   | 100   |      |      |                  |     |      |  | 56.9 | 16.9 | 6.2  | 12.3 | 6.2  | 1.5   | 100   |       |       |       |
| C930         | #                             | 42   | 2    | 4    | 36   | 12   |       | 96  | 3.7  | 25.6 | 3.6              |     |      |  | 7    |      |      | 3    | 1    |       | 11  |       |       |       |
|              | %                             | 43.8 | 2.1  | 4.2  | 37.5 | 12.5 |       | 100   | 1.6  | NO   | NO               |     |      |  | 63.6 | 0.0  | 0.0  | 27.3 | 9.1  | 0.0   | 100   | 56.8% | YES   | YES   |
| E202         | #                             | 105  | 16   | 5    | 186  | 42   | 8     | 362   | 7.2  | 30.2 | 9.3              |     |      |  | 16   | 6    | 1    | 26   | 8    | 3     | 60  |       |       |       |
|              | %                             | 29   | 4.4  | 1.4  | 51.4 | 11.6 | 2.2   | 100   | 2.8  | NO   | NO               |     |      |  | 26.7 | 10.0 | 1.7  | 43.3 | 13.3 | 5.0   | 100   | 61.1% | YES   | YES   |
| E203         | #                             | 163  | 39   | 13   | 288  | 103  | 18    | 624   | 7.0  | 37.8 | 15.8             |     |      |  | 27   | 13   | 5    | 64   | 40   | 6     | 155   |       |       |       |
|              | %                             | 26.1 | 6.3  | 2.1  | 46.2 | 16.5 | 2.9   | 100   | 0.7  | NO   | NO               |     |      |  | 17.4 | 8.4  | 3.2  | 41.3 | 25.8 | 3.9   | 100   | 90.0% | YES   | YES   |
| E204         | #                             | 22   | 10   |      | 24   | 20   | 2     | 78  | 13.8 | 26.9 | 10.3             | 1.0 | NO   | NO   | 3    | 1    |      | 4    | 3    | 1     | 12  | 92.8% | YES   | YES   |
|              | %                             | 28.2 | 12.8 |      | 30.8 | 25.6 | 2.6   | 100   |      |      |                  |     |      |  | 25.0 | 8.3  | 0.0  | 33.3 | 25.0 | 8.3   | 100   |       |       |       |
| E205         | #                             | 66   | 10   | 7    | 186  | 84   | 18    | 371   | 6.3  | 39.4 | 23.4             |     |      |  | 16   | 4    | 2    | 42   | 21   | 6     | 91  |       |       |       |
|              | %                             | 17.8 | 2.7  | 1.9  | 50.1 | 22.6 | 4.9   | 100   | 3.6  | NO   | 0.8              |     |      |  | 17.6 | 4.4  | 2.2  | 46.2 | 23.1 | 6.6   | 100   | 42.9% | YES   | 96.6% |
| E206         | #                             | 122  | 32   | 15   | 294  | 112  | 40    | 615   | 8.5  | 33.2 | 16.5             |     |      |  | 35   | 13   | 6    | 71   | 39   | 13    | 177   |       |       |       |
|              | %                             | 19.8 | 5.2  | 2.4  | 47.8 | 18.2 | 6.5   | 100   | 3.3  | NO   | NO               |     |      |  | 19.8 | 7.3  | 3.4  | 40.1 | 22.0 | 7.3   | 100   | 61.2% | YES   | YES   |
| E307         | #                             | 57   | 21   | 15   | 16   | 4    | 3     | 116   | 16.3 | 15.4 | 10.3             |     |      |  | 7    | 5    | 1    |      | 1    | 1     | 15  |       |       |       |
|              | %                             | 49.1 | 18.1 | 12.9 | 13.8 | 3.4  | 2.6   | 100   | NO   | 1.6  | 6.9              |     |      |  | 46.7 | 33.3 | 6.7  | 0.0  | 6.7  | 6.7   | 100   | YES   | 89.6% | 33.0% |
| E308         | #                             | 55   | 12   | 11   | 39   | 22   | 4     | 143   | 9.8  | 25.3 | 16.1             |     |      |  | 4    | 3    | 3    | 7    | 1    | 1     | 19  |       |       |       |
|              | %                             | 38.5 | 8.4  | 7.7  | 27.3 | 15.4 | 2.8   | 100   | 1.4  | NO   | 0.7              |     |      |  | 21.1 | 15.8 | 15.8 | 36.8 | 5.3  | 5.3   | 100   | 85.7% | YES   | 95.7% |

**NOTE:**

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

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

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

Level of Goal Attainment for 2020:    83.5 percent  
 Level of Goal Attainment for 2021:    82.7 percent  
 Level of Goal Attainment for 2022:    84.3 percent

## University of South Carolina (Page 3 of 4)

President: Michael Amiridis

EEO Officer: Molly Peirano

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | H RES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | % OF Goals Met Based on Adjusted Availability |       |       |       |
|--------------|-------------------------------|------|------|------|------|------|-------|---|------|------|------------------|------|-----|--|------|------|------|------|------|-------|---|-------|-------|-------|
|              | WM                            | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM   | BM   | OM   | WF   | BF   | OF   | TOTAL | BM  | WF    | BF    |       |
| E309         | #                             | 50   | 4    | 5    | 8    | 7    | 74    | 11.3  | 18.2 | 12.0 | 5.9              | 7.4  | 2.5 | 10   |      | 1    | 1    | 1    |      | 13    | 47.8%   | 59.3% | 79.2% |       |
|              | %                             | 67.6 | 5.4  | 6.8  | 10.8 | 9.5  | 100   |   |      |      |                  |      |     | 76.9                                       | 0.0  | 7.7  | 7.7  | 7.7  | 0.0  | 100   |   |       |       |       |
| E410         | #                             | 29   | 11   | 11   | 7    | 6    | 2     | 66  | 18.4 | 5.7  | 3.6              | 1.7  | NO  | NO   | 15   | 5    | 3    | 1    | 1    | 1     | 26  | 90.8% | YES   | YES   |
|              | %                             | 43.9 | 16.7 | 16.7 | 10.6 | 9.1  | 3     | 100   |      |      |                  |      |     | 57.7                                       | 19.2 | 11.5 | 3.8  | 3.8  | 3.8  | 100   |   |       |       |       |
| E511         | #                             | 22   | 7    | 3    | 139  | 56   | 14    | 241   | 3.0  | 55.8 | 19.8             | 0.1  | NO  | NO   | 9    | 2    |      | 27   | 13   | 3     | 54  | 96.7% | YES   | YES   |
|              | %                             | 9.1  | 2.9  | 1.2  | 57.7 | 23.2 | 5.8   | 100   |      |      |                  |      |     | 16.7                                       | 3.7  | 0.0  | 50.0 | 24.1 | 5.6  | 100   |   |       |       |       |
| E512         | #                             | 5    | 1    |      | 23   | 9    | 4     | 42  | 7.7  | 42.9 | 14.7             | 5.3  | NO  | NO   | 1    |      |      | 5    | 4    | 2     | 12  | 31.2% | YES   | YES   |
|              | %                             | 11.9 | 2.4  |      | 54.8 | 21.4 | 9.5   | 100   |      |      |                  |      |     | 8.3  | 0.0  | 0.0  | 41.7 | 33.3 | 16.7 | 100   |   |       |       |       |
| E613         | #                             | 7    |      | 1    | 2    | 3    | 1     | 14  | 22.1 | 6.7  | 36.5             | 22.1 | NO  | 15.1                                       | 1    |      |      | 1    |      | 2     | 0.0%  | YES   | 58.6% |       |
|              | %                             | 50   |      | 7.1  | 14.3 | 21.4 | 7.1   | 100   |      |      |                  |      |     | 50.0                                       | 0.0  | 0.0  | 0.0  | 50.0 | 0.0  | 100   |   |       |       |       |
| E615         | #                             |      | 3    |      | 18   | 8    | 1     | 30  | 2.7  | 59.2 | 20.4             | NO   | NO  | NO   |      | 1    |      | 5    | 3    | 1     | 10  | YES   | YES   | YES   |
|              | %                             |      | 10   |      | 60   | 26.7 | 3.3   | 100   |      |      |                  |      |     | 0.0  | 10.0 | 0.0  | 50.0 | 30.0 | 10.0 | 100   |   |       |       |       |
| E717         | #                             | 58   | 8    | 2    | 1    |      |       | 69  | 15.6 | 3.3  | 4.6              | 4.0  | 1.9 | 4.6  | 8    | 1    |      | 1    |      |       | 10  | 74.4% | 42.4% | 0.0%  |
|              | %                             | 84.1 | 11.6 | 2.9  | 1.4  |      |       | 100   |      |      |                  |      |     | 80.0                                       | 10.0 | 0.0  | 10.0 | 0.0  | 0.0  | 100   |   |       |       |       |
| E718         | #                             | 105  | 34   | 9    | 3    | 2    | 1     | 154   | 14.1 | 3.1  | 4.5              | NO   | 1.2 | 3.2  | 21   | 1    | 5    |      | 1    |       | 28  | YES   | 61.3% | 28.9% |
|              | %                             | 68.2 | 22.1 | 5.8  | 1.9  | 1.3  | 0.6   | 100   |      |      |                  |      |     | 75.0                                       | 3.6  | 17.9 | 0.0  | 3.6  | 0.0  | 100   |   |       |       |       |
| E819         | #                             | 27   | 13   | 1    | 2    | 14   |       | 57  | 21.3 | 7.0  | 28.8             | NO   |     |  | 2    | 3    |      | 3    | 4    |       | 12  | YES   | 50.0% | 85.4% |
|              | %                             | 47.4 | 22.8 | 1.8  | 3.5  | 24.6 |       | 100   |      |      |                  |      |     | 16.7                                       | 25.0 | 0.0  | 25.0 | 33.3 | 0.0  | 100   |   |       |       |       |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    83.5 percent  
 Level of Goal Attainment for 2021:    82.7 percent  
 Level of Goal Attainment for 2022:    84.3 percent

## University of South Carolina (Page 4 of 4)

President: Michael Amiridis

EEO Officer: Molly Peirano

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |        |       |        |        |       |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |       |      |     |       | 6<br>% OF Goals Met Based on Adjusted Availability |       |     |
|-------------------|------------------------------------|--------|-------|--------|--------|-------|-------|---|------|------|-----------------------|-----|----|---|------|-----|-------|------|-----|-------|--|-------|-----|
|                   | WM                                 | BM     | OM    | WF     | BF     | OF    | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF | WM  | BM   | OM  | WF    | BF   | OF  | TOTAL | BM   | WF    | BF  |
| E820              | # 33                               | # 35   | # 5   | # 17   | # 42   | # 5   | # 137 | 21.7  | 2.5  | 3.4  | NO                    | NO  | NO | 4   | 6    |     | 3     | 7    | 1   | 21    | YES  | YES   | YES |
|                   | % 24.1                             | % 25.5 | % 3.6 | % 12.4 | % 30.7 | % 3.6 | % 100 |   |      |      |                       |     |    | 19.0  | 28.6 | 0.0 | 14.3  | 33.3 | 4.8 | 100   |  |       |     |
| E821              | # 1                                | # 3    |       | # 1    | # 3    |       | # 8   | 9.8   | 19.2 | 20.6 | NO                    | 6.7 | NO |   |      |     | 1     |      |     | 1     | YES  | 65.1% | YES |
|                   | % 12.5                             | % 37.5 |       | % 12.5 | % 37.5 |       | % 100 |   |      |      |                       |     |    | 0.0   | 0.0  | 0.0 | 100.0 | 0.0  | 0.0 | 100   |  |       |     |
|                   | #                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | %                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | #                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | %                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | #                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | %                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | #                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | %                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | #                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |
|                   | %                                  |        |       |        |        |       |       |   |      |      |                       |     |    |   |      |     |       |      |     |       |  |       |     |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    83.5 percent  
 Level of Goal Attainment for 2021:    82.7 percent  
 Level of Goal Attainment for 2022:    84.3 percent

### SC Department of Veterans' Affairs

Agency Director: William Grimsley  
EEO Officer: Christa Wiebelt

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |        |       |        |        |    |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |
|--------------|-------------------------------|--------|-------|--------|--------|----|-------|---|------|------|------------------|------|------|--|------|-----|------|------|----|-------|---|-------|-------|
|              | 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      | # 7                           | # 7    | # 2   | # 5    | # 7    | #  | # 28  | 4.9   | 31.6 | 9.2  | NO               | 13.7 | NO   | 4  | 6    | 2   | 3    | 7    |    | 22    | YES   | 56.6% | YES   |
|              | % 25.0                        | % 25.0 | % 7.1 | % 17.9 | % 25.0 | %  | % 100 |   |      |      |                  |      |      | 18.2                                       | 27.3 | 9.1 | 13.6 | 31.8 |    | 100   |   |       |       |
| E5 & E6      | #                             | # 2    | #     | # 2    | # 1    | #  | # 5   | 1.9   | 17.6 | 61.2 | NO               | NO   | 41.2 | 1  |      |     | 2    | 1    |    | 4     | YES   | YES   | 32.7% |
|              | %                             | % 40.0 | %     | % 40.0 | % 20.0 | %  | % 100 |   |      |      |                  |      |      | 25.0                                       |      |     | 50.0 | 25.0 |    | 100   |   |       |       |
| E8           | # 3                           | # 1    | #     | #      | #      | #  | # 4   | 22.4  | 1.6  | 1.0  | NO               | 1.6  | 1.0  | 7  | 1    |     |      |      |    | 8     | YES   | 0.0%  | 0.0%  |
|              | % 75.0                        | % 25.0 | %     | %      | %      | %  | % 100 |   |      |      |                  |      |      | 87.5                                       | 12.5 |     |      |      |    | 100   |   |       |       |
|              | #                             |        |       |        |        |    |       |   |      |      |                  |      |      |  |      |     |      |      |    |       |   |       |       |
|              | %                             |        |       |        |        |    |       |   |      |      |                  |      |      |  |      |     |      |      |    |       |   |       |       |
|              | #                             |        |       |        |        |    |       |   |      |      |                  |      |      |  |      |     |      |      |    |       |   |       |       |
|              | %                             |        |       |        |        |    |       |   |      |      |                  |      |      |  |      |     |      |      |    |       |   |       |       |
|              | #                             |        |       |        |        |    |       |   |      |      |                  |      |      |  |      |     |      |      |    |       |   |       |       |
|              | %                             |        |       |        |        |    |       |   |      |      |                  |      |      |  |      |     |      |      |    |       |   |       |       |
|              | #                             |        |       |        |        |    |       |   |      |      |                  |      |      |  |      |     |      |      |    |       |   |       |       |
|              | %                             |        |       |        |        |    |       |   |      |      |                  |      |      |  |      |     |      |      |    |       |   |       |       |

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

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

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

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

Level of Goal Attainment for 2020:    84.3 percent  
Level of Goal Attainment for 2021:    84.8 percent  
Level of Goal Attainment for 2022:    84.2 percent

## Department of Vocational Rehabilitation

Agency Director: Felicia Johnson  
EEO Officer: Kimberly Jones

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |      |     |      |      |     |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |      |      | 4<br>UNDERUTILIZATION |     |     | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |     |      |      |     |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |       |        |
|-------------------|------------------------------------|------|-----|------|------|-----|-------|---|------|------|-----------------------|-----|-----|---|------|-----|------|------|-----|-------|---|-------|--------|
|                   | WM                                 | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF   | BF   | BM                    | WF  | BF  | WM  | BM   | OM  | WF   | BF   | OF  | TOTAL | BM  | WF    | BF     |
| E1                | # 4                                | 2    |     | 7    | 6    |     | 19    |   |      |      |                       |     |     | 1   | 1    |     | 3    | 2    |     | 7     |   |       |        |
|                   | % 21.1                             | 10.5 |     | 36.8 | 31.6 |     | 100   | 3.9   | 34.1 | 17.9 | NO                    | NO  | NO  | 14.3  | 14.3 |     | 42.9 | 28.6 |     | 100   | YES   | YES   | YES    |
| E2                | # 117                              | 60   | 5   | 209  | 216  | 7   | 614   |   |      |      |                       |     |     | 17  | 16   | 1   | 23   | 37   | 1   | 95    |   |       |        |
|                   | % 19.1                             | 9.8  | 0.8 | 34.0 | 35.2 | 1.1 | 100   | 5.8   | 36.9 | 24.0 | NO                    | 2.9 | NO  | 17.9  | 16.8 | 1.1 | 24.2 | 38.9 | 1.1 | 100   | YES   | 92.1% | YES    |
| E3                | # 14                               | 3    |     | 9    | 9    | 1   | 36    |   |      |      |                       |     |     | 2   |      |     | 4    | 1    |     | 7     |   |       |        |
|                   | % 38.9                             | 8.3  |     | 25.0 | 25.0 | 2.8 | 100   | 7.0   | 14.4 | 26.0 | NO                    | NO  | 1.0 | 28.6  |      |     | 57.1 | 14.3 |     | 100   | YES   | YES   | 96.2%* |
| E5                | # 7                                | 10   |     | 48   | 32   | 2   | 99    |   |      |      |                       |     |     | 1   | 3    |     | 7    | 3    | 1   | 15    |   |       |        |
|                   | % 7.1                              | 10.1 |     | 48.5 | 32.3 | 2.0 | 100   | 8.4   | 41.1 | 23.6 | NO                    | NO  | NO  | 6.7   | 20.0 |     | 46.7 | 20.0 | 6.7 | 100   | YES   | YES   | YES    |
| E6                | #                                  | 3    | 1   | 44   | 29   | 4   | 81    |   |      |      |                       |     |     |   | 2    |     | 12   | 7    | 2   | 23    |   |       |        |
|                   | %                                  | 3.7  | 1.2 | 54.3 | 35.8 | 4.9 | 100   | 3.2   | 51.4 | 21.5 | NO                    | NO  | NO  |   | 8.7  |     | 52.2 | 30.4 | 8.7 | 100   | YES   | YES   | YES    |
| E8                | # 16                               | 6    | 1   | 5    | 5    |     | 33    |   |      |      |                       |     |     | 5   | 1    |     | 1    |      |     | 7     |   |       |        |
|                   | % 48.5                             | 18.2 | 3.0 | 15.2 | 15.2 |     | 100   | 19.4  | 13.9 | 25.1 | 1.2                   | NO  | 9.9 | 71.4  | 14.3 |     | 14.3 |      |     | 100   | 93.8%*  | YES   | 60.6%# |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |     |      |      |     |       |   |       |        |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |     |      |      |     |       |   |       |        |
|                   | #                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |     |      |      |     |       |   |       |        |
|                   | %                                  |      |     |      |      |     |       |   |      |      |                       |     |     |   |      |     |      |      |     |       |   |       |        |

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

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

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

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

Level of Goal Attainment for 2020:    94.2 percent  
Level of Goal Attainment for 2021:    89.1 percent  
Level of Goal Attainment for 2022:    96.8 percent

## Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith  
EEO Officer: Theresa Trowell

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |    |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |    |      |      |    |       | % OF Goals Met Based on Adjusted Availability |       |       |  |
|--------------|-------------------------------|------|------|----|------|------|-------|---|------|------|------------------|------|-----|--|------|----|------|------|----|-------|---|-------|-------|--|
|              | WM                            | BM   | OM   | WF | BF   | OF   | TOTAL | BM  | WF   | BF   | BM               | WF   | BF  | WM   | BM   | OM | WF   | BF   | OF | TOTAL | BM  | WF    | BF    |  |
| E1           | #                             | 3    | 1    |    | 2    |      | 6     |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |
|              | %                             | 50.0 | 16.7 |    | 33.3 |      | 100   | 3.7   | 41.8 | 8.6  | NO               | 8.5  | 8.6 |  |      |    |      |      |    |       | YES   | 79.7% | 0.0%  |  |
| E2           | #                             | 14   | 25   |    | 6    | 13   | 58    |   |      |      |                  |      |     | 1  |      | 2  | 1    |      | 4  |       |   |       |       |  |
|              | %                             | 24.1 | 43.1 |    | 10.3 | 22.4 | 100   | 6.6   | 42.1 | 10.7 | NO               | 31.8 | NO  |  | 25.0 |    | 50.0 | 25.0 |    | 100   | YES   | 24.5% | YES   |  |
| E3, E5, & E6 | #                             | 5    | 1    |    | 2    | 1    | 9     |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |
|              | %                             | 55.6 | 11.1 |    | 22.2 | 11.1 | 100   | 5.7   | 43.4 | 15.5 | NO               | 21.2 | 4.4 |  |      |    |      |      |    |       | YES   | 51.2% | 71.6% |  |
| E7 & E8      | #                             | 3    | 3    |    | 1    | 2    | 9     |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |
|              | %                             | 33.3 | 33.3 |    | 11.1 | 22.2 | 100   | 20.5  | 8.9  | 11.9 | NO               | NO   | NO  |  |      |    |      |      |    |       | YES   | YES   | YES   |  |
|              | #                             |      |      |    |      |      |       |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |
|              | %                             |      |      |    |      |      |       |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |
|              | #                             |      |      |    |      |      |       |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |
|              | %                             |      |      |    |      |      |       |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |
|              | #                             |      |      |    |      |      |       |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |
|              | %                             |      |      |    |      |      |       |   |      |      |                  |      |     |  |      |    |      |      |    |       |   |       |       |  |

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

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

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

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

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

Level of Goal Attainment for 2020:    87.3 percent  
Level of Goal Attainment for 2021:    85.2 percent  
Level of Goal Attainment for 2022:    84.3 percent

## Winthrop University (Page 1 of 2)

President: Edward A. Serna

EEO Officer: Lisa Cowart

| 1            | 2                             |     |     |      |      |     |       | 3   |      |     | 4                |      |      | 5  |      |      |      |      |      |       | 6   |        |        |
|--------------|-------------------------------|-----|-----|------|------|-----|-------|---|------|-----|------------------|------|------|--|------|------|------|------|------|-------|---|--------|--------|
| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |     |     |      |      |     |       | Adjusted Availability% (Qualified Labor Pool) |      |     | UNDERUTILIZATION |      |      | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |      |      |      |      |       | % OF Goals Met Based on Adjusted 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      | # 15                          | 1   | 3   | 17   | 5    |     | 41    | 3.2   | 35.2 | 6.0 | 0.8*             | NO   | NO   | 3  |      | 1    | 6    |      |      | 10    | 75.0%*  | YES    | YES    |
|              | % 36.6                        | 2.4 | 7.3 | 41.5 | 12.2 |     | 100   |   |      |     |                  |      |      | 30.0                                       | 0.0  | 10.0 | 60.0 | 0.0  | 0.0  | 100   |   |        |        |
| C3           | # 33                          | 3   | 3   | 25   | 1    | 3   | 68    | 2.5   | 32.2 | 3.5 | NO               | NO   | 2.0  | 2  | 1    |      | 2    |      |      | 6     | YES   | YES    | 42.9%  |
|              | % 48.5                        | 4.4 | 4.4 | 36.8 | 1.5  | 4.4 | 100   |   |      |     |                  |      |      | 33.3                                       | 16.7 | 0.0  | 33.3 | 0.0  | 16.7 | 100   |   |        |        |
| C4           | # 29                          | 5   | 2   | 27   | 3    | 1   | 67    | 2.5   | 32.3 | 3.4 | NO               | NO   | NO   | 2  |      |      | 3    |      |      | 5     | YES   | YES    | YES    |
|              | % 43.3                        | 7.5 | 3   | 40.3 | 4.5  | 1.5 | 100   |   |      |     |                  |      |      | 40.0                                       | 0.0  | 0.0  | 60.0 | 0.0  | 0.0  | 100   |   |        |        |
| C5           | # 20                          | 2   | 2   | 30   | 6    | 5   | 65    | 2.4   | 33.8 | 3.5 | NO               | NO   | NO   | 2  |      |      | 5    |      |      | 8     | YES   | YES    | YES    |
|              | % 30.8                        | 3.1 | 3.1 | 46.2 | 9.2  | 7.7 | 100   |   |      |     |                  |      |      | 25.0                                       | 0.0  | 0.0  | 62.5 | 0.0  | 12.5 | 100   |   |        |        |
| C6           | # 7                           |     | 2   | 21   | 3    | 3   | 36    | 2.4   | 31.9 | 3.3 | 2.4*             | NO   | NO   | 2  |      |      | 5    | 2    | 1    | 10    | 0.0%*   | YES    | YES    |
|              | % 19.4                        |     | 5.6 | 58.3 | 8.3  | 8.3 | 100   |   |      |     |                  |      |      | 20.0                                       | 0.0  | 0.0  | 50.0 | 20.0 | 10.0 | 100   |   |        |        |
| C8 & C9      | # 26                          | 6   | 2   | 24   | 12   | 4   | 74    | 4.0   | 33.1 | 5.0 | NO               | 0.7* | NO   | 13   | 2    | 2    | 7    | 5    | 1    | 30    | YES   | 97.9%* | YES    |
|              | % 35.1                        | 8.1 | 2.7 | 32.4 | 16.2 | 5.4 | 100   |   |      |     |                  |      |      | 43.3                                       | 6.7  | 6.7  | 23.3 | 16.7 | 3.3  | 100   |   |        |        |
| E1           | # 6                           | 1   |     | 9    | 5    |     | 21    | 3.4   | 34.7 | 6.6 | NO               | NO   | NO   | 2  | 1    |      | 3    | 2    |      | 8     | YES   | YES    | YES    |
|              | % 28.6                        | 4.8 |     | 42.9 | 23.8 |     | 100   |   |      |     |                  |      |      | 25.0                                       | 12.5 | 0.0  | 37.5 | 25.0 | 0.0  | 100   |   |        |        |
| E2           | # 22                          | 5   | 1   | 88   | 12   | 5   | 133   | 3.9   | 41.5 | 9.6 | 0.1*             | NO   | 0.6* | 5  | 3    | 1    | 29   | 7    | 1    | 46    | 97.4%*  | YES    | 93.8%* |
|              | % 16.5                        | 3.8 | 0.8 | 66.2 | 9    | 3.8 | 100   |   |      |     |                  |      |      | 10.9                                       | 6.5  | 2.2  | 63.0 | 15.2 | 2.2  | 100   |   |        |        |
| E3           | # 18                          | 3   |     | 7    | 3    | 1   | 32    | 6.7   | 20.7 | 6.9 | NO               | NO   | NO   |  | 1    |      | 1    | 1    | 2    | 5     | YES   | YES    | YES    |
|              | % 56.3                        | 9.4 |     | 21.9 | 9.4  | 3.1 | 100   |   |      |     |                  |      |      | 0.0  | 20.0 | 0.0  | 20.0 | 20.0 | 40.0 | 100   |   |        |        |

**NOTE:**

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

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

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

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

Level of Goal Attainment for 2020:    87.4 percent  
 Level of Goal Attainment for 2021:    87.4 percent  
 Level of Goal Attainment for 2022:    94.2 percent

## Winthrop University (Page 2 of 2)

President: Edward A. Serna

EEO Officer: Lisa Cowart

| EEO CATEGORY | ACTUAL WORKFORCE ON 9/30/2022 |      |      |      |      |      |       | Adjusted Availability% (Qualified Labor Pool) |      |      | UNDERUTILIZATION |      |     | HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |      |       |       |      |      |       | % OF Goals Met Based on Adjusted 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    | 2    | 1    |      |       | 11  | 17.0 | 6.3  | 5.4              | NO   | NO  | 5.4  | *    | 1     | 1     | 1    |      | 1     |   |       | 4  |       | * |
|              | %                             | 45.5 | 27.3 | 18.2 | 9.1  |      |       | 100   |      |      |                  | NO   | NO  | 25.0                                       | 25.0 | 25.0  | 0.0   | 25.0 | 0.0  | 100   | YES   | YES   |    | 0.0%  |   |
| E5           | #                             | 1    |      |      | 14   | 1    | 1     | 17  | 1.1  | 68.0 | 9.2              | NO   | NO  |  |      |       | 5     |      |      | 1     | 7   |       |    | *     |   |
|              | %                             |      | 5.9  |      | 82.4 | 5.9  | 5.9   | 100   |      |      |                  | NO   | NO  | 0.0  | 14.3 | 0.0   | 71.4  | 0.0  | 14.3 | 100   | YES   | YES   |    | 64.1% |   |
| E6           | #                             | 1    |      |      | 11   | 4    | 2     | 18  | 0.9  | 70.4 | 8.9              |      | *   | NO   |      |       | 1     |      |      | 1     |   |       |    | *     |   |
|              | %                             | 5.6  |      |      | 61.1 | 22.2 | 11.1  | 100   | 0.9  | 9.3  | NO               |      |     | 0.0  | 0.0  | 0.0   | 100.0 | 0.0  | 0.0  | 100   | 0.0%  | 86.8% |    | YES   |   |
| E7           | #                             | 23   | 2    |      | 1    |      |       | 26  | 7.3  | 4.4  | 1.0              | NO   |     | *  | 3    |       |       |      |      | 3     |   |       |    | *     |   |
|              | %                             | 88.5 | 7.7  |      | 3.8  |      |       | 100   |      |      |                  | NO   | 0.6 | 1.0  |      | 100.0 | 0.0   | 0.0  | 0.0  | 100   | YES   | 86.4% |    | 0.0%  |   |
| E8           | #                             | 14   | 3    | 1    | 8    | 21   | 3     | 50  | 16.3 | 15.7 | 12.4             | 10.3 | NO  | NO   | 3    |       |       |      |      | 3     |   |       |    |       |   |
|              | %                             | 28   | 6    | 2    | 16   | 42   | 6     | 100   |      |      |                  |      |     | 100.0                                      | 0.0  | 0.0   | 0.0   | 0.0  | 0.0  | 100   | 36.8%   | YES   |    | YES   |   |
|              | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |      |       |       |      |      |       |   |       |    |       |   |
|              | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |      |       |       |      |      |       |   |       |    |       |   |
|              | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |      |       |       |      |      |       |   |       |    |       |   |
|              | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |      |       |       |      |      |       |   |       |    |       |   |
|              | #                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |      |       |       |      |      |       |   |       |    |       |   |
|              | %                             |      |      |      |      |      |       |   |      |      |                  |      |     |  |      |       |       |      |      |       |   |       |    |       |   |

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

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

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

Level of Goal Attainment for 2020:    87.4 percent  
 Level of Goal Attainment for 2021:    87.4 percent  
 Level of Goal Attainment for 2022:    94.2 percent

## Workers' Compensation Commission

Agency Director: Gary Cannon  
EEO Officer: Bridget Ward

| 1<br>EEO CATEGORY | 2<br>ACTUAL WORKFORCE ON 9/30/2022 |     |    |       |      |    |       | 3<br>Adjusted Availability%<br>(Qualified Labor Pool) |    |    | 4<br>UNDERUTILIZATION |      |    | 5<br>HIRES AND PROMOTIONS - 10/1/2021 - 9/30/22 |     |     |      |      |    |       | 6<br>% OF Goals Met Based on<br>Adjusted Availability |      |     |
|-------------------|------------------------------------|-----|----|-------|------|----|-------|---|----|----|-----------------------|------|----|---|-----|-----|------|------|----|-------|---|------|-----|
|                   | WM                                 | BM  | OM | WF    | BF   | OF | TOTAL | BM  | WF | BF | BM                    | WF   | BF | WM  | BM  | OM  | WF   | BF   | OF | TOTAL | BM  | WF   | BF  |
| E1                | # 2                                |     |    | 2     | 3    |    | 7     |   |    |    | 6.6                   | NO   | NO | # 1   |     |     |      | 2    |    | 3     | 0.0%  | YES  | YES |
|                   | % 28.6                             |     |    | 28.6  | 42.9 |    | 100   |   |    |    | 6.6                   | NO   | NO | % 33.3  |     |     |      | 66.7 |    | 100   | 0.0%  | YES  | YES |
| E2 and E3         | # 5                                | 1   |    | 17    | 8    |    | 31    |   |    |    | 9.1                   | NO   | NO | # 3   | 1   | 1   | 5    | 2    |    | 12    | 35.2%   | YES  | YES |
|                   | % 16.1                             | 3.2 |    | 54.8  | 25.8 |    | 100   |   |    |    | 9.1                   | NO   | NO | % 25.0  | 8.3 | 8.3 | 41.7 | 16.7 |    | 100   | 35.2%   | YES  | YES |
| E5 & E6           | #                                  |     |    | 2     | 2    |    | 2     |   |    |    | 6.0                   | 43.1 | NO | #   |     |     |      |      |    |       | 0.0%  | 0.0% | YES |
|                   | %                                  |     |    | 100.0 |      |    | 100   |   |    |    | 6.0                   | 43.1 | NO | %   |     |     |      |      |    |       | 0.0%  | 0.0% | YES |
|                   | #                                  |     |    |       |      |    |       |   |    |    |                       |      |    |   |     |     |      |      |    |       |   |      |     |
|                   | %                                  |     |    |       |      |    |       |   |    |    |                       |      |    |   |     |     |      |      |    |       |   |      |     |
|                   | #                                  |     |    |       |      |    |       |   |    |    |                       |      |    |   |     |     |      |      |    |       |   |      |     |
|                   | %                                  |     |    |       |      |    |       |   |    |    |                       |      |    |   |     |     |      |      |    |       |   |      |     |
|                   | #                                  |     |    |       |      |    |       |   |    |    |                       |      |    |   |     |     |      |      |    |       |   |      |     |
|                   | %                                  |     |    |       |      |    |       |   |    |    |                       |      |    |   |     |     |      |      |    |       |   |      |     |
|                   | #                                  |     |    |       |      |    |       |   |    |    |                       |      |    |   |     |     |      |      |    |       |   |      |     |
|                   | %                                  |     |    |       |      |    |       |   |    |    |                       |      |    |   |     |     |      |      |    |       |   |      |     |

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Level of Goal Attainment for 2020:    87.3 percent  
Level of Goal Attainment for 2021:    89.9 percent  
Level of Goal Attainment for 2022:    89.2 percent

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# South Carolina Human Affairs Commission

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