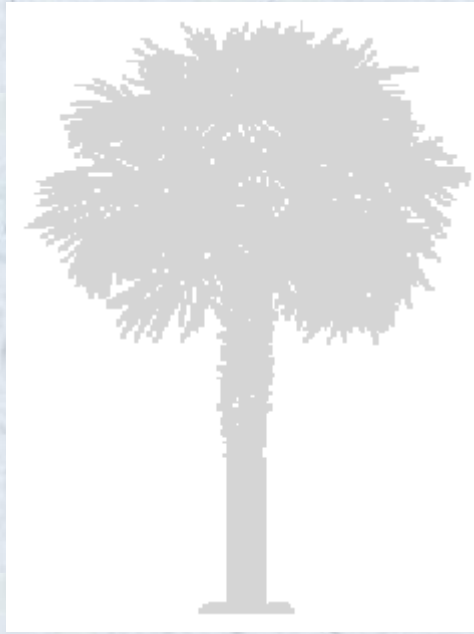


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN
SOUTH CAROLINA STATE GOVERNMENT**



FEBRUARY 1, 2016

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



SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

1026 Sumter Street, Suite 101

Columbia, South Carolina 29201

Raymond Buxton II, Commissioner

Telephone: 803-737-7800

E-Mail: rbuxton@schac.sc.gov

www.schac.sc.gov

South Carolina Human Affairs Board of Commissioners

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Andrew Williams

Acknowledgement:

Several Staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principals were Stephanie T. Price and Erin Wilson, EEO Consultants.

MEMORANDUM

TO: The Honorable Nikki Haley The Honorable Henry McMaster The Honorable Jay Lucas
 Governor of the State of South Carolina Lieutenant Governor of South Carolina Speaker of the House

FROM: Raymond Buxton, II
 Raymond Buxton II, Commissioner
 South Carolina Human Affairs Commission

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

DATE: February 1, 2016

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

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

In keeping with these requirements, it is my pleasure to present to you the 2016 Report to the General Assembly that examines the progress state government has made towards achieving the goal of Equal Employment Opportunity (EEO).

Over the past years the 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 a 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; Agency Heads

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SECTION I

INTRODUCTION

This report covers the period of October 1st, 2014 through September 30th, 2015 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

What is Affirmative Action?

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

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

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

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

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

The SCHAC mandate is to monitor recruitment, hiring and promotion practices in state agencies, not to tell state agencies whom to hire or promote. SCHAC offers training and technical support to employers on the state law, harassment prevention, 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 but still be susceptible to charges of discrimination. However, the procedures incorporated in AAPs encourage consistent, non-discriminatory actions that would help prevent discrimination.

Exempt Agencies:

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

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

Affirmative Action Plan Components

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

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

Each plan approved by SCHAC contains the following information:

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

Job Group Analysis

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

Availability Analysis

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

Determining Underutilization

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

Goals

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

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

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

Please refer to pages 44-50 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 (see next page).

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

Greenville Technical College
Health and Environmental Control
Horry-Georgetown Technical College
*Housing, Finance and Development Authority, South Carolina
Indigent Defense
Insurance, Department of
John de la Howe School
Juvenile Justice, Department of
Labor, Licensing and Regulation, Department of
Law Enforcement Division, State
Library, State
Lieutenant Governor's Office
Low Country, Technical College of the
Medical University Hospital
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
Office of Regulatory Staff
Orangeburg-Calhoun Technical College
Parks, Recreation and Tourism, Department of
Patriot's Point
Piedmont Technical College
Ports Authority, State
Probation, Pardon and Parole, Department of
Public Employee Benefits Authority
Public Safety, Department of
Public Service Commission
Retirement Investment Systems
Revenue, Department of
Revenue and Fiscal Affairs Office

Social Services, Department of
South Carolina State University
Spartanburg Community College
Technical and Comprehensive Education, State Board of
Transportation, Department of
Treasurer's Office, South Carolina State
Tri-County Technical College
Trident Technical College

Santee Cooper
Secretary of State
University of South Carolina
Vocational Rehabilitation, Department of
Wil Lou Gray Opportunity School
Williamsburg Technical College
Winthrop University
Workers' Compensation Commission
York Technical College

AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS

All agencies' Affirmative Action Plans were updated this year to reflect the 2010 Census Data.

SECTION II

Report Summary

This report includes employment data by race, gender, and level of employment for 90 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 inappropriate obstacles may interfere with the advancement of women and minorities in state government.

All of the information required by state Proviso 117.14 of the State Appropriations Act on the progress each state agency has made towards meeting their affirmative action goals to achieve an equal opportunity environment is included. SCHAC requires all agencies to send current employment data to us for analysis. The results are included in Section III.

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred. Of the 90 agencies (including colleges and universities) 83 or 92.2 percent achieved at least a level of 70 percent of their goals with one agency reaching 100 percent. In addition over 53.6 percent, or 45 agencies, showed an increase in their goal achievement compared to the previous year.

In the course of the time period covered in this report the total number of state government employees was 67,347. This number includes colleges and universities.

We have listed what SCHAC refers to as *State Government's Top Ten* list. The Top Ten had the highest goal attainment for this reporting period and includes one agency; the Arts Commission which achieved 100 percent of its goals. Unfortunately, all agencies are not making progress and we have also included those agencies that failed to achieve at least 70 percent of their goals. (*See chart for rankings*)

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

During this reporting period, there were 67,347 women and men employed by the state government; 42.6 percent were men and 57.4 percent were women; 30.9 percent were White Males; 33.8 percent were White Females; 9.8 percent were Black or African American Males; 21.4 percent were Black or African American Females; and 4.1 percent reported races/ethnic origins other than White or Black.

Report Highlights

- In 2014, the 2010 Census data became available to Private, State, and Federal employees. To ensure that each state agency is in compliance with state and federal laws, SCHAC has updated each agency's availability to reflect the 2010 Census data.
- According to the 2010 Census, the population of the United States on April 1, 2010, was 308.7 million people, representing a 9.7 percent increase in population since 2000. Of the 2010 Census population, 157.0 million were female (50.8 %) while 151.8 million were male (49.2%). This increase in the female population could be a contributing factor to the increase in female availability we noticed while collecting data for this report.
- Since the last Census data was used in 2000, the Attorney General's Office and State Housing, Finance and Development Authority has been exempt from reporting. Having them report using the 2010 Census is one of the many ways SCHAC continues to monitor them.
- Last year's report showed that 9 agencies failed to achieve at least 70% of their goals. This year only 4 agencies failed to achieve that benchmark. The four agencies failing to achieve at least 70 percent of their goals are: Adjutant General's Office (68.5%), The Citadel (67.1%), Denmark Technical College (65.3%), and Retirement Systems (64.3%).
- In Higher Education black employees' representation slightly dropped from the previous year at 17.4 percent of the workforce among State Colleges and Universities. Males represented 10,439 or 45.9 percent of total employees, while females represented 12,285 or 54.1 percent of total employees. Black females encompassed 11.4 percent of the total workforce whereas White females encompassed 39.9 percent of the total workforce, a slight increase from last year.
- State government has thirty-two agencies achieving over 90 percent of their goals with one agency achieving 100 percent of its goals. The agency achieving 100 percent of its goals is the Arts Commission. This is a decrease from the 5 agencies that achieved 100 percent of their goals last year.
- On July 1, 2015, the SC Restructuring Act of 2014 was enacted. This act was one of the most comprehensive and important government restructuring plans in South Carolina in over 20 years. This abolished the five-member Budget and Control Board. The act also created several new agencies. Of those new agencies created, the Department of Administration; State Fiscal Accountability Authority; and SC Revenue and Fiscal Affairs Office are now monitored by SCHAC.

TABLE I
STATE OF SOUTH CAROLINA
PAY BANDS

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 15,080	\$ 20,959	\$ 26,838
02	\$ 17,656	\$ 25,161	\$ 32,667
03	\$ 21,484	\$ 30,619	\$ 39,754
04	\$ 26,139	\$ 37,250	\$ 48,361
05	\$ 31,805	\$ 45,326	\$ 58,848
06	\$ 38,703	\$ 55,155	\$ 71,608
07	\$ 47,092	\$ 67,108	\$ 87,125
08	\$ 57,299	\$ 81,655	\$106,012
09	\$ 69,717	\$ 99,352	\$128,987
10	\$ 84,828	\$120,884	\$156,941

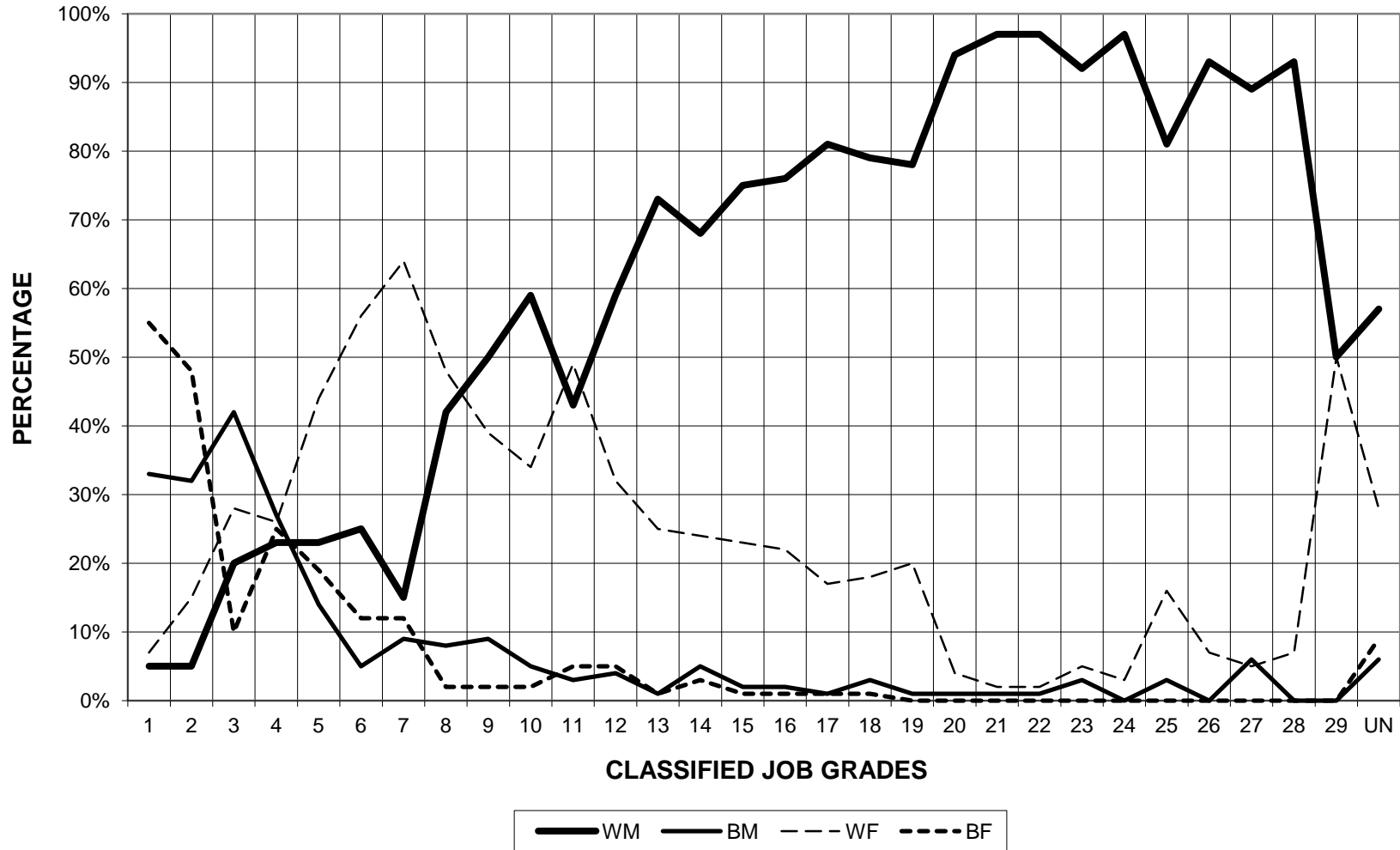
Effective July 1, 2014

Source: South Carolina State Office of Human Resources

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



**Representation by Gender:
State Government Workforce (Chart A) and
Higher Education (Chart B)**

Chart A

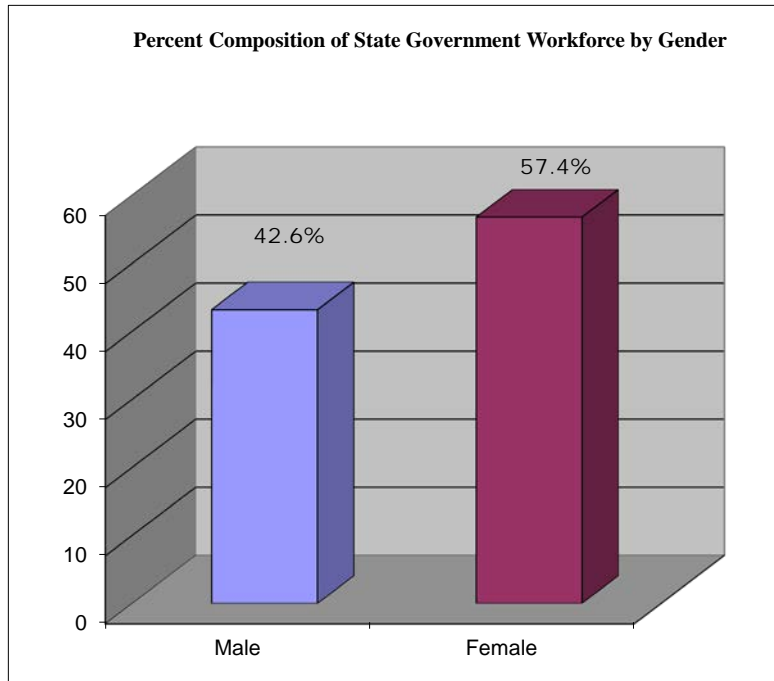
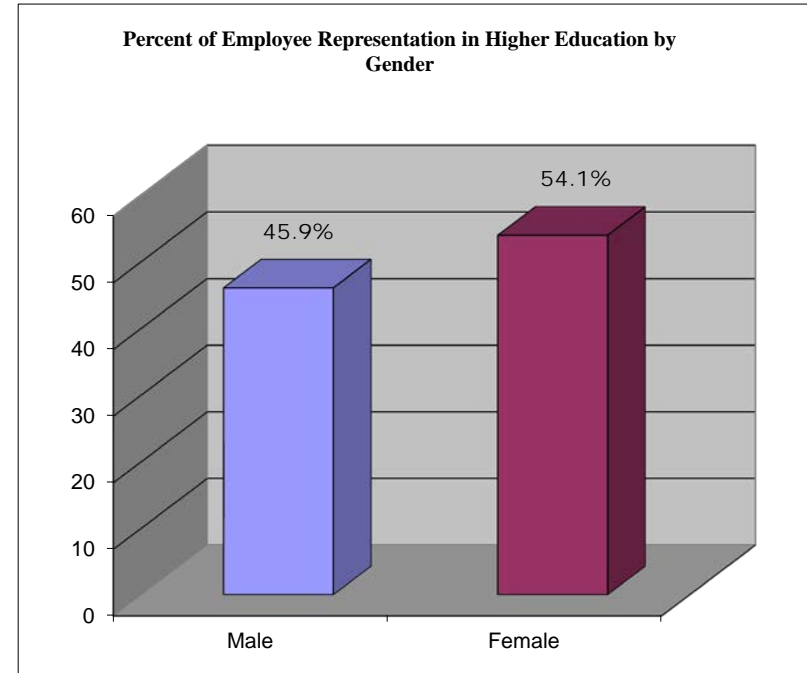


Chart B



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

Representation by Race State Government Workforce (Chart A) and Higher Education (Chart B)

Chart A

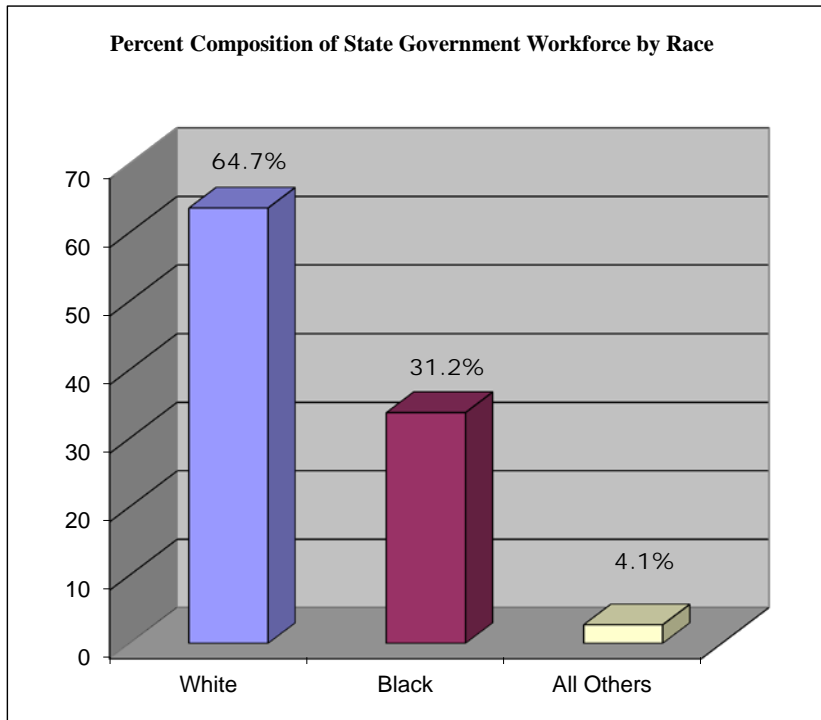
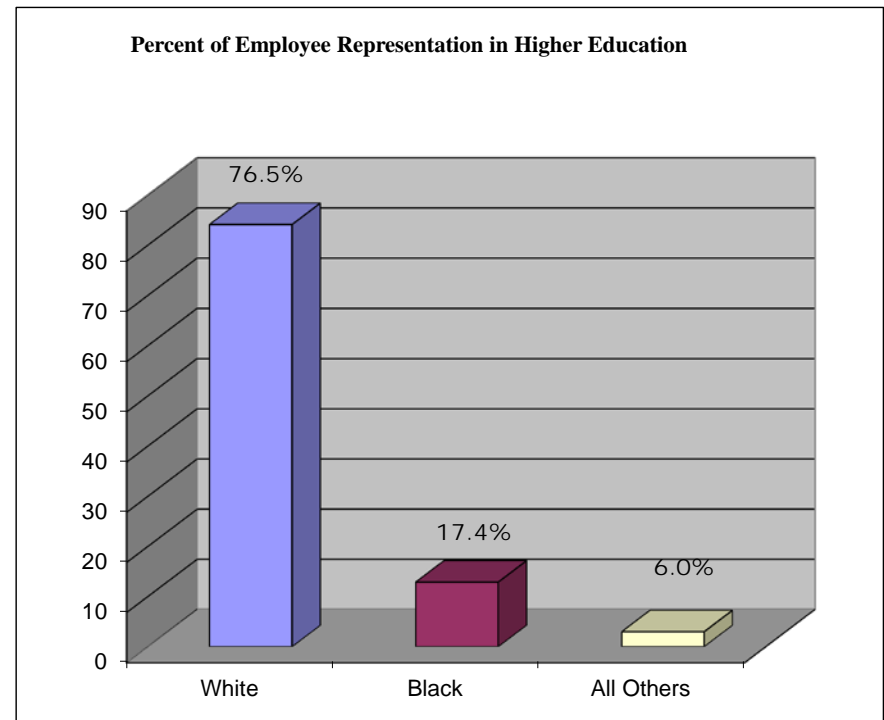


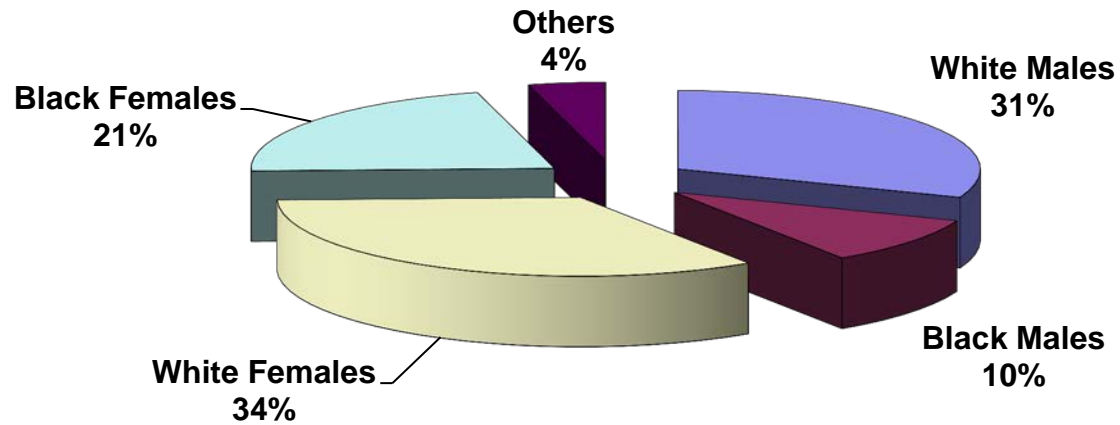
Chart B



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

SECTION III

**Composition of State Government Workforce by Race and Sex
September 30, 2015**



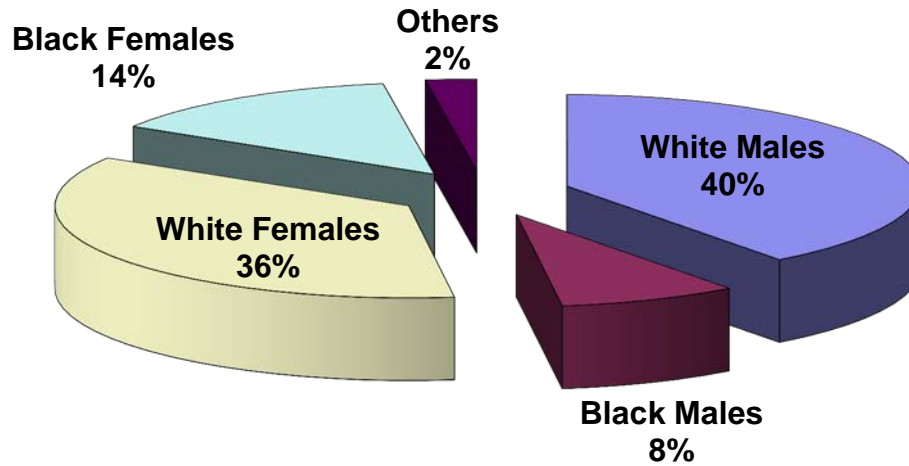
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	20804	6597	22757	14426	2763	67347
Average Salary	\$72,869	\$67,407	\$66,843	\$57,377	\$67,163	\$66,332

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

E1: EXECUTIVES
September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1623	334	1462	568	95	4082
Average Salary	\$78,986	\$70,111	\$71,510	\$65,789	\$72,402	\$71,760

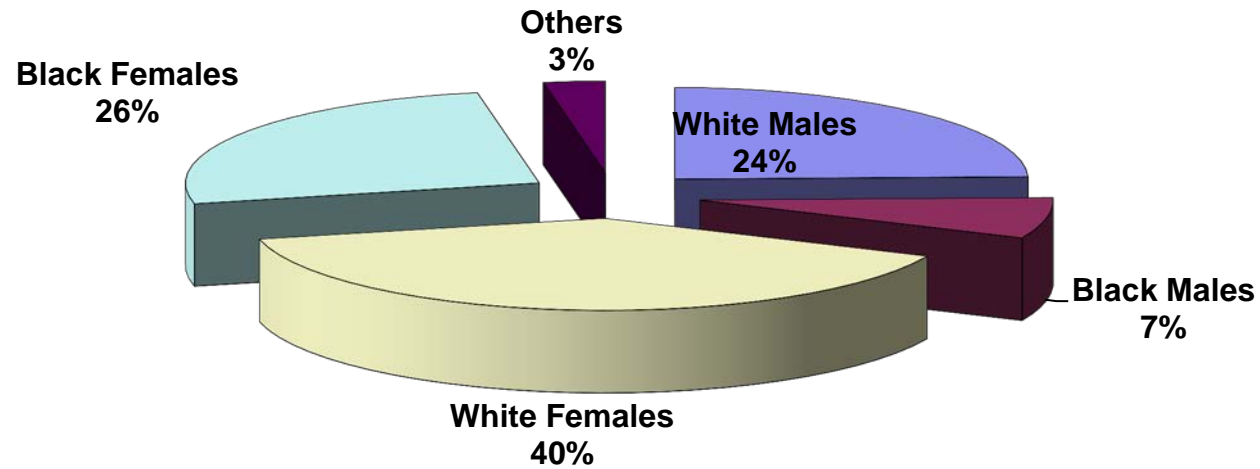
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

E2: PROFESSIONALS

September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5281	1544	8507	5551	604	21487
Average Salary	\$54,786	\$46,592	\$47,751	\$42,454	\$51,882	\$48,693

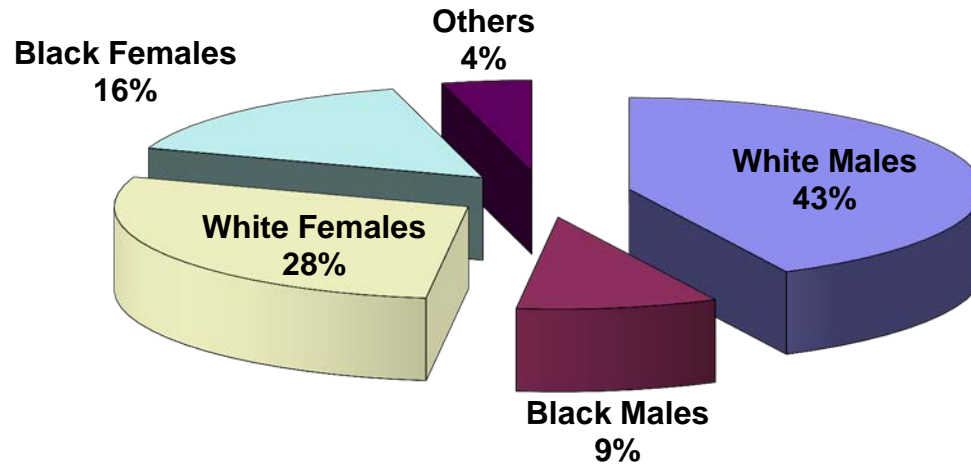
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

E3: TECHNICIANS

September 30, 2015



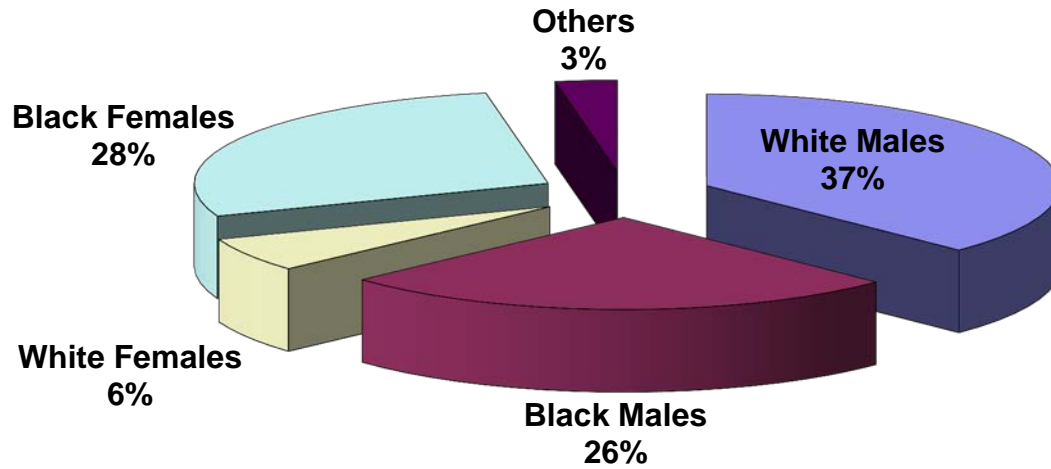
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1332	287	885	488	128	3120
Average Salary	\$42,903	\$40,216	\$41,135	\$37,120	\$42,845	\$40,844

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

E4: PROTECTIVE SERVICES
September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1904	1315	305	1426	144	5094
Average Salary	\$36,311	\$34,533	\$34,275	\$31,359	\$36,391	\$34,574

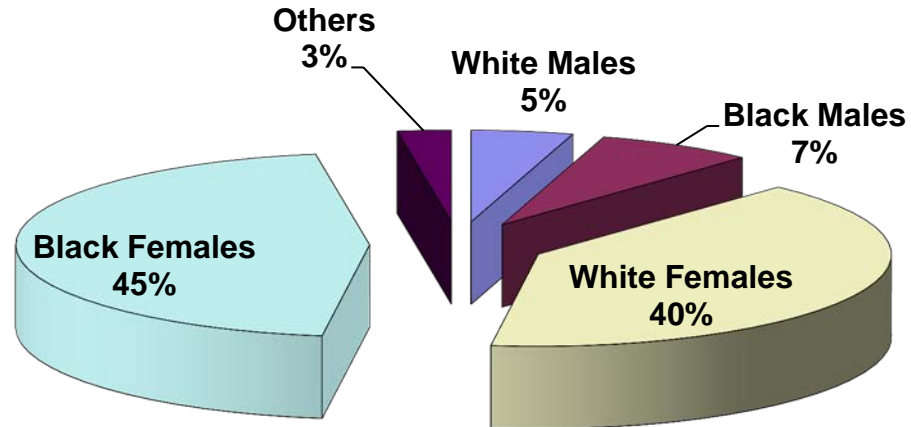
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

E5: PARAPROFESSIONALS

September 30, 2015



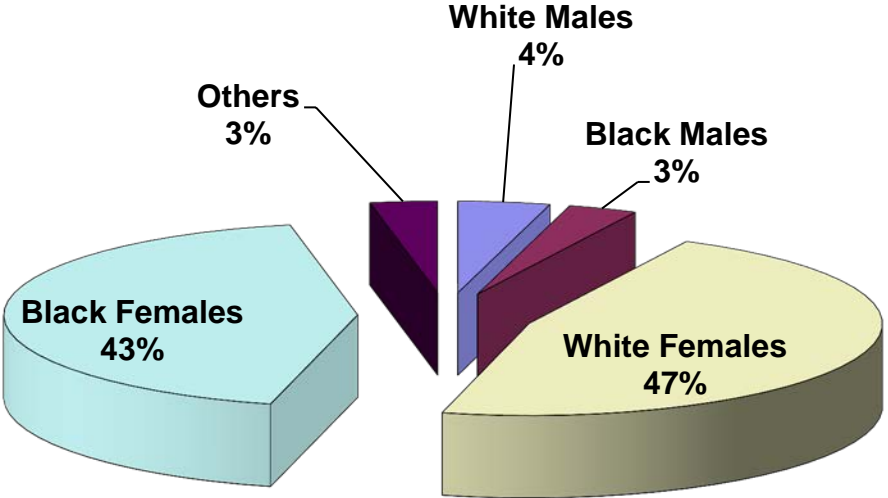
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	260	406	2249	2539	137	5591
Average Salary	\$28,920	\$27,851	\$32,295	\$29,618	\$28,845	\$29,506

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

E6: SECRETARIAL/CLERICAL
September 30, 2015

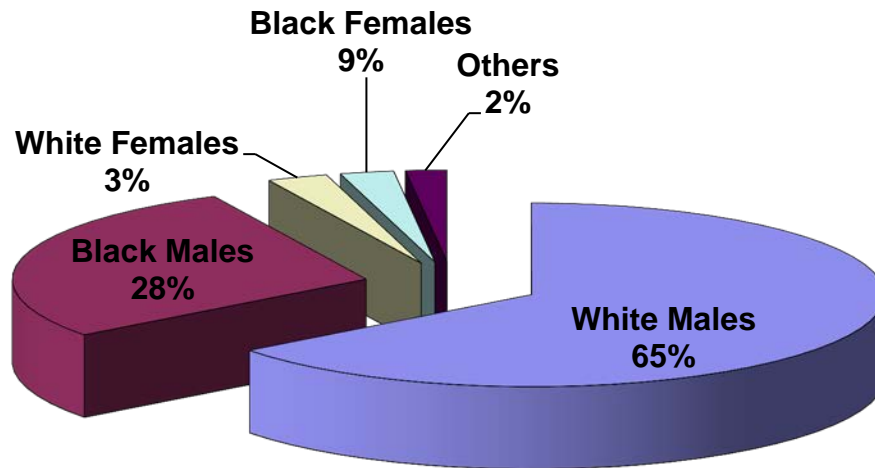


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	141	106	1563	1442	103	3355
Average Salary	\$27,026	\$26,167	\$27,526	\$27,143	\$26,551	\$26,882

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

E7: SKILLED CRAFT

September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2692	1178	115	102	78	4165
Average Salary	\$35,975	\$33,505	\$32,563	\$30,784	\$34,490	\$33,463

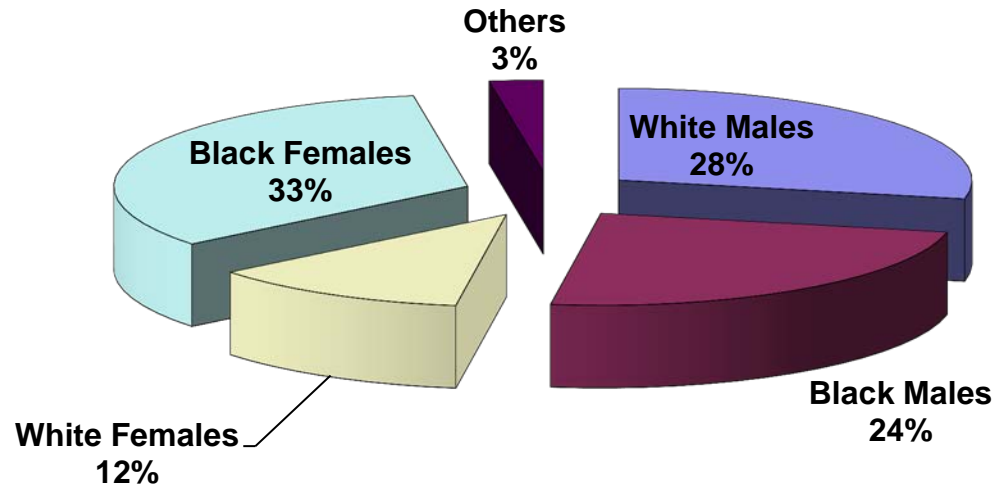
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

E8: SERVICE MAINTENANCE

September 30, 2015



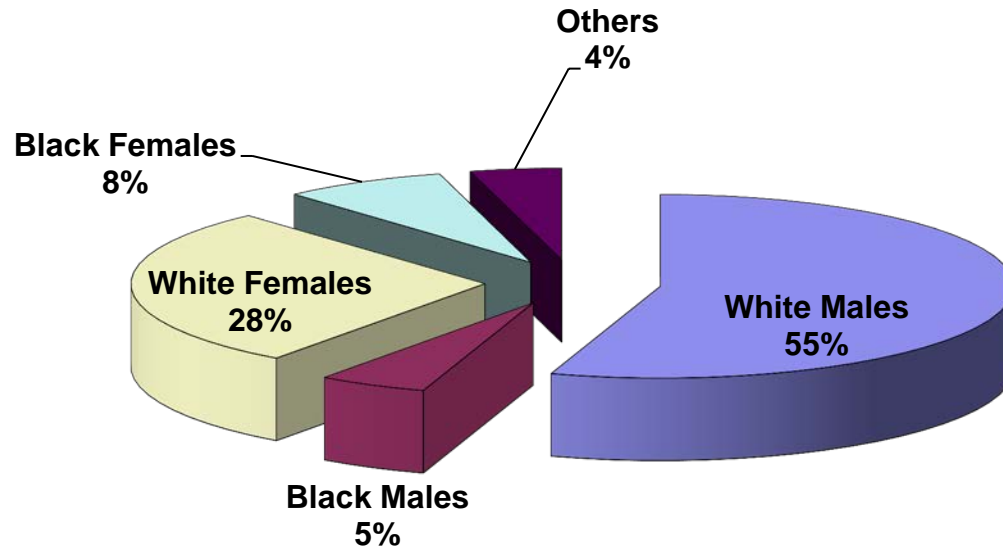
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	541	459	228	638	47	1913
Average Salary	\$29,357	\$24,842	\$26,595	\$22,398	\$24,577	\$25,554

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C1: EXECUTIVE (NON-ACADEMIC)
September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	66	6	34	9	5	120
Average Salary	\$170,638	\$152,209	\$151,133	\$114,337	\$173,260	\$152,315

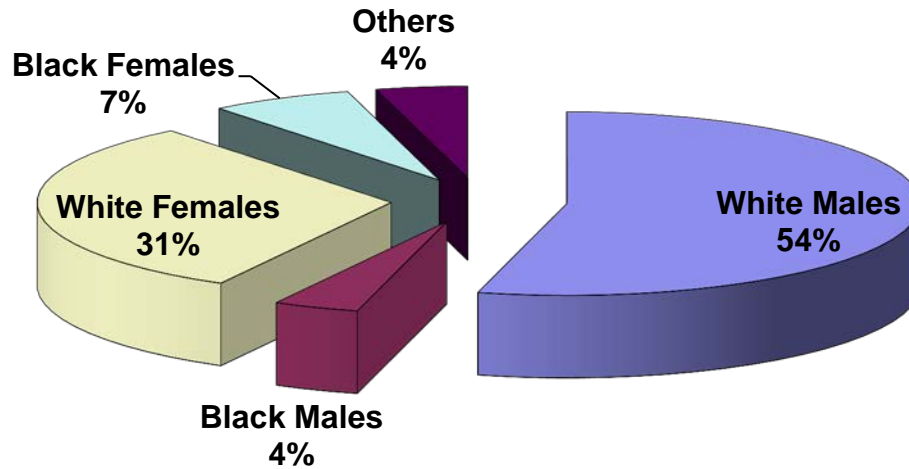
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C2: EXECUTIVE (ACADEMIC)

September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	207	15	120	25	16	383
Average Salary	\$128,859	\$121,777	\$97,889	\$76,475	\$162,164	\$117,433

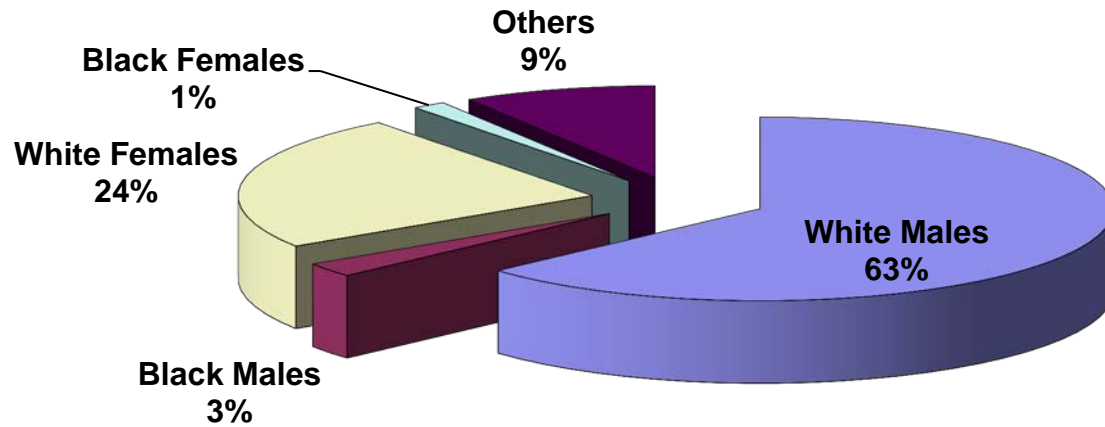
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C3: PROFESSORS

September 30, 2015



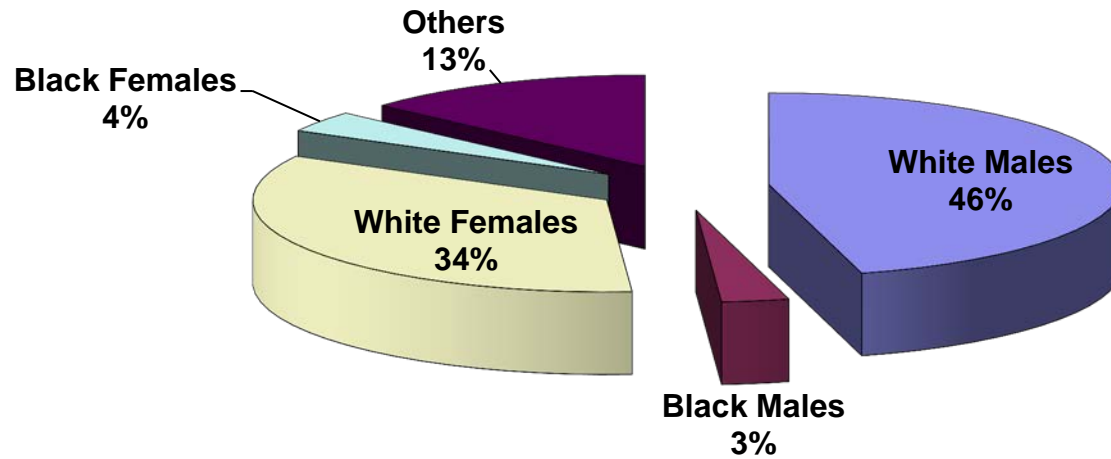
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,010	40	382	24	141	1597
Average Salary	\$117,295	\$93,420	\$103,949	\$113,409	\$115,557	\$108,726

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C4: ASSOCIATE PROFESSORS
September 30, 2015



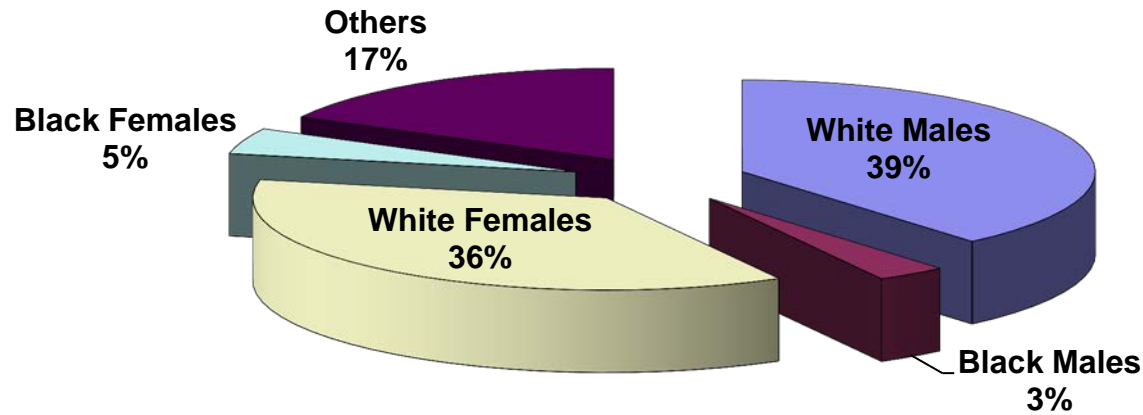
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	836	56	622	68	244	1826
Average Salary	\$79,590	\$83,816	\$73,307	\$70,677	\$84,260	\$78,330

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C5: ASSISTANT PROFESSORS
September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	764	63	715	90	340	1972
Average Salary	\$79,590	\$66,182	\$64,655	\$66,909	\$75,932	\$70,654

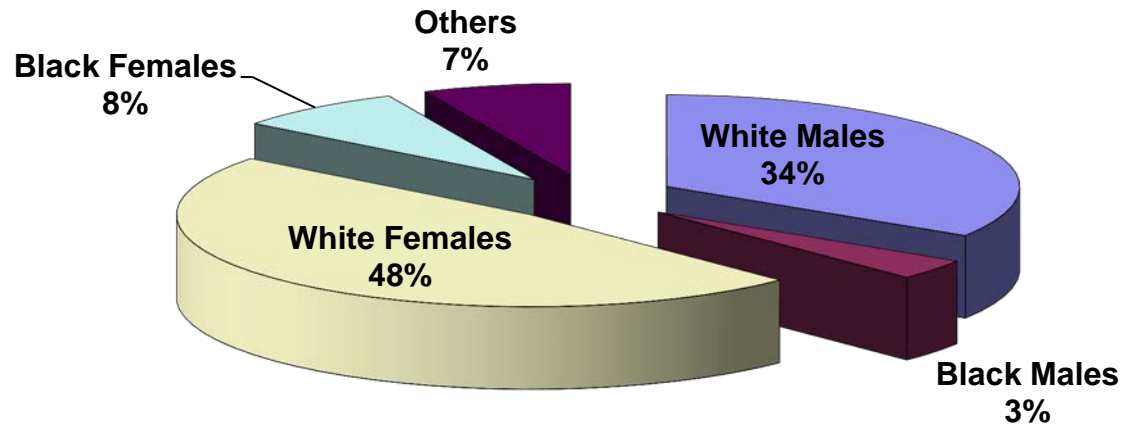
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C6: INSTRUCTORS

September 30, 2015



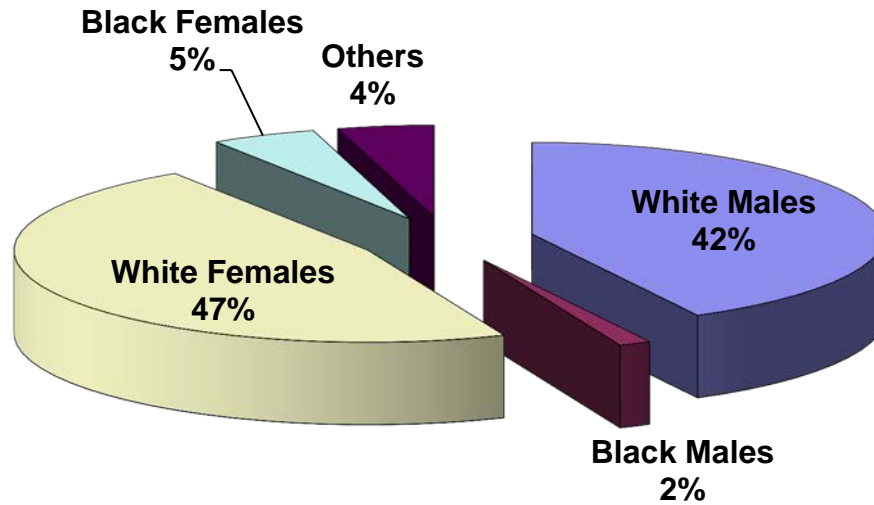
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	433	46	610	99	86	1274
Average Salary	\$51,129	\$46,848	\$51,408	\$49,085	\$50,820	\$49,858

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C7: LECTURERS
September 30, 2015



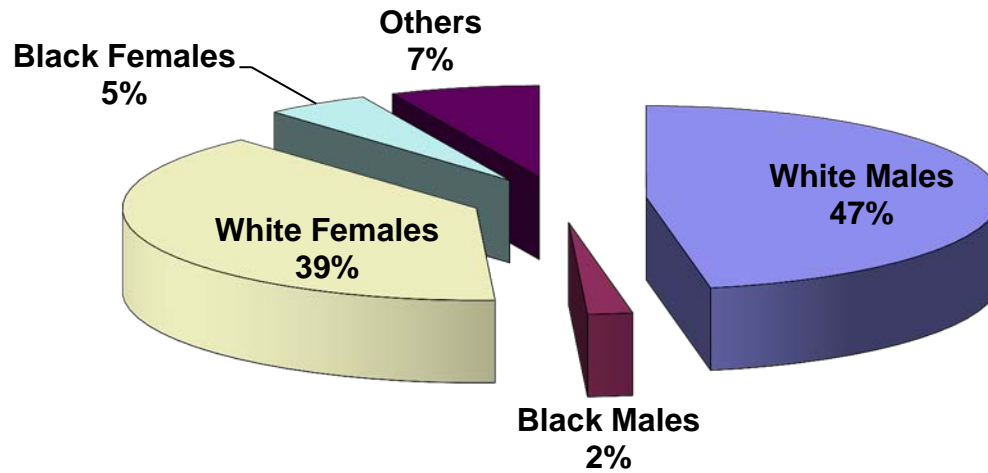
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	202	7	225	23	21	478
Average Salary	\$59,779	\$53,818	\$51,294	\$44,131	\$54,679	\$52,740

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C8: OTHER (ACADEMIC)
September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	138	6	115	14	20	293
Average Salary	\$85,840	\$88,310	\$76,819	\$67,511	\$69,612	\$77,618

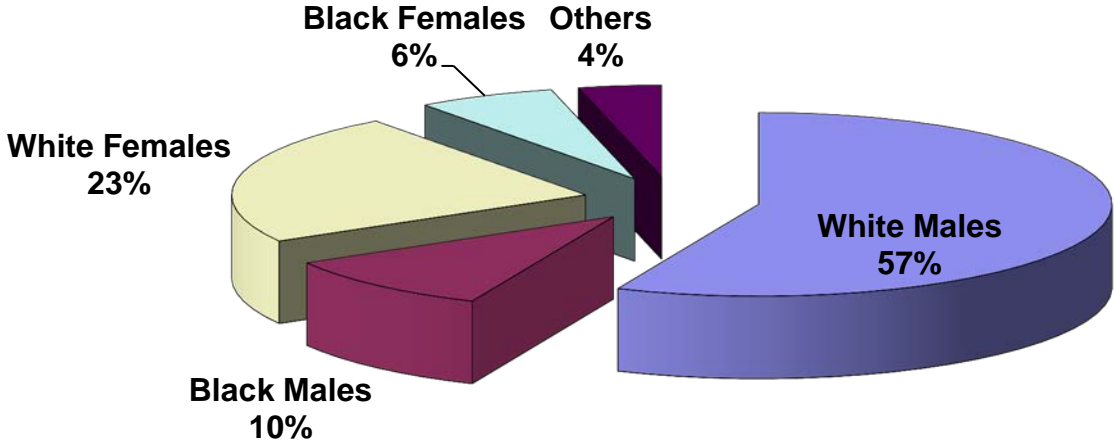
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

C9: OTHER (NON-ACADEMIC)

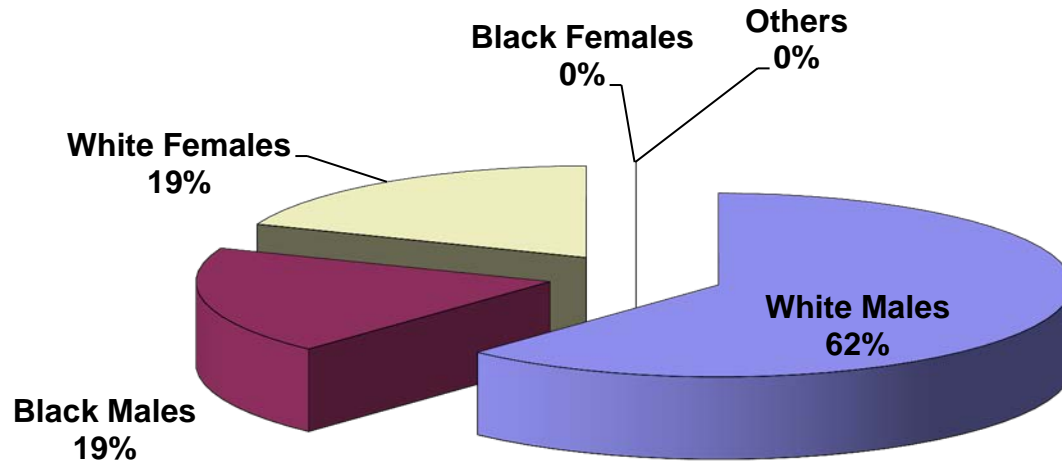
September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	447	80	184	50	30	791
Average Salary	\$81,334	\$99,944	\$61,621	\$75,365	\$69,345	\$77,522

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

T1: EXECUTIVES (NON ACADEMIC)
September 30, 2015



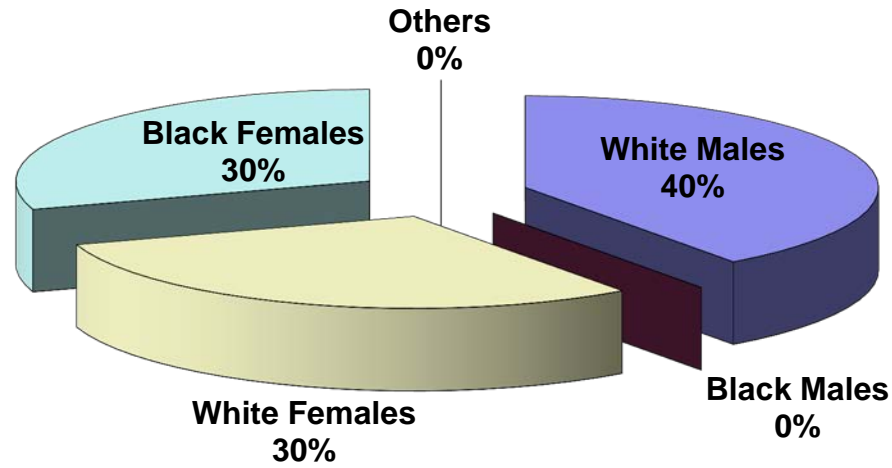
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	13	4	4	0	0	21
Average Salary	\$142,650	\$135,001	\$147,031	\$0	\$0	\$141,561

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

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

Figures are for 09/30/115 except in the "Other" category, where 10/30/14 was the latest date available

T2: EXECUTIVES (ACADEMIC)
September 30, 2015



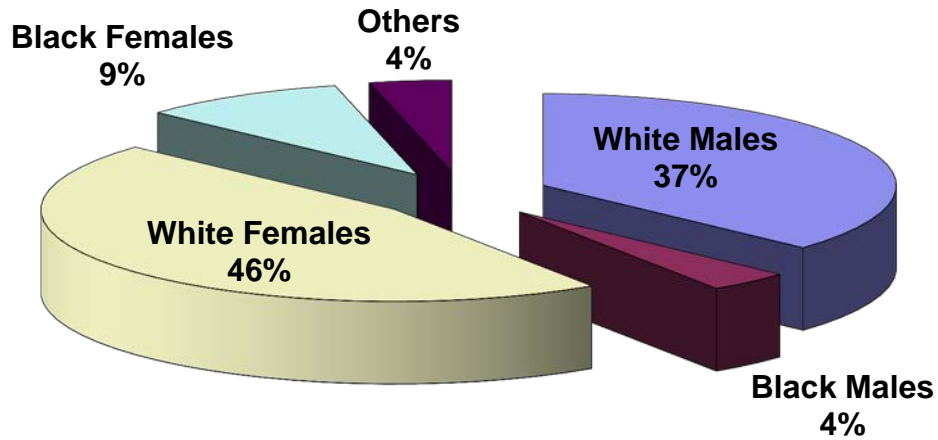
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	4	0	3	3	0	10
Average Salary	\$83,173	\$0	\$99,516	\$98,241	\$0	\$93,643

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

T3: FACULTY/ADMINISTRATIVE
September 30, 2015



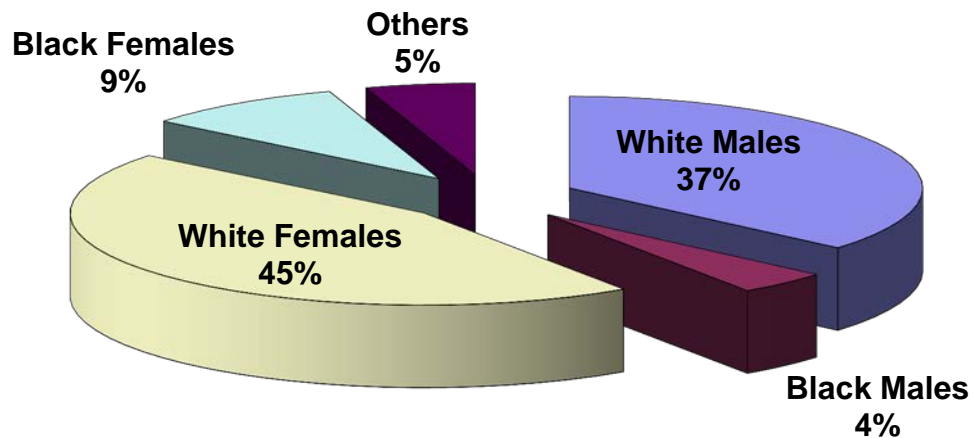
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	59	6	74	15	6	160
Average Salary	\$55,979	\$52,158	\$53,208	\$49,558	\$55,815	\$53,344

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

T4: FACULTY/TEACHING
September 30, 2015



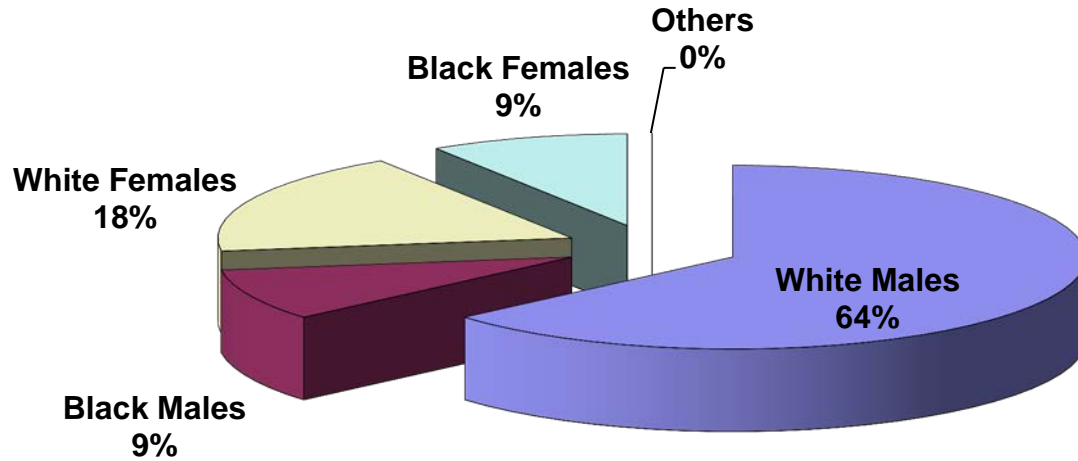
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	355	41	443	90	49	978
Average Salary	\$48,735	\$46,005	\$49,448	\$47,779	\$46,671	\$47,728

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

T5: FACULTY/NON-TEACHING
September 30, 2015



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	7	1	2	1	0	11
Average Salary	\$84,268	\$72,258	\$75,621	\$44,769	\$0	\$55,383

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

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

Figures are for 09/30/15 except in the "Other" category, where 10/30/14 was the latest date available

SECTION IV

STATUS OF AFFIRMATIVE ACTION PROGRAMS

State Agency ranking by Level of Goal Attainment

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

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

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

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

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

LEVEL OF GOAL ATTAINMENT CALCULATION METHOD:

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

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

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

This is the percentage of goals achieved.

STATE GOVERNMENT'S TOP & BELOW 70%

(TOP TEN)

Chart A (Page 1 of 1)

(Achieving less than 70%)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	76	Adjutant General's Office	68.5
2	Lieutenant Governor's Office	97.6	77	Citadel, The	67.1
3	Labor, Licensing and Regulation, Dept.	97.4	78	Denmark Technical College	65.3
4	Archives and History, Department of	97.1	79	Retirement Systems	64.3
5	Educational Television Commission	97.0			
5	Orangeburg-Calhoun Technical College	97.0			
5	Santee Cooper	97.0			
6	Commerce, Department of	95.6			
7	York Technical College	95.2			
8	Museum Commission	95.0			
9	Workers' Compensation	94.9			
10	Vocational Rehabilitation, Department of	94.8			

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	28	Social Services, Department of	90.4
2	Lieutenant Governor's Office	97.6	29	Employment and Workforce	89.9
3	Labor, Licensing and Regulation, Dept.	97.4	30	Horry-Georgetown Technical College	89.1
4	Archives and History, Department of	97.1	31	Health and Environmental Control	89.0
5	Educational Television Commission	97.0	32	Indigent Defense	88.3
5	Orangeburg-Calhoun Technical College	97.0	33	Governor's School for Science & Math	87.8
5	Santee Cooper	97.0	34	Piedmont Technical College	87.4
6	Commerce, Department of	95.6	35	Health and Human Services, Department	87.2
7	York Technical College	95.2	36	Alcohol and other Drug Abuse Services	87.0
8	Museum Commission	95.0	37	Central Carolina Technical College	86.8
9	Workers' Compensation	94.9	38	Wil Lou Gray Opportunity School	86.4
10	Vocational Rehabilitation, Department of	94.8	39	Comptroller General's Office	86.1
11	Motor Vehicles, Department of	94.7	39	Treasurer's Office, State	86.1
12	Public Service Commission	94.5	40	Governor's School for Arts & Humanities	85.9
13	Higher Education, Commission on	94.3	41	Financial Institutions, SC Board of	85.8
14	Revenue, Department of	93.9	42	John de la Howe School	85.7
15	Williamsburg Technical College	93.6	43	Blind, Commission for the	85.6
16	Secretary of State	93.4	43	Mental Health, Department of	85.6
17	Trident Technical College	93.3	44	Consumer Affairs, Office of	85.2
18	Housing, Finance and Development	93.2	45	Insurance, Department of	84.9
19	Aiken Technical College	92.8	46	Corrections, Department of	84.8
19	Education, Department of	92.8	46	Florence-Darlington Technical College	84.8
19	Education Lottery, South Carolina	92.8	47	Public Safety, Department of	83.7
20	Disabilities & Special Needs, Dept. of	92.2	48	Juvenile Justice, Department of	83.4
21	Deaf and Blind, School of	91.9	49	Technical and Comprehensive	83.3
22	Election Commission, State	91.8	50	University of South Carolina	83.2
23	Greenville Technical College	91.4	51	Law Enforcement Division, State	83.0
24	Technical College of the Low Country	91.3	52	Medical University of South Carolina	82.7
25	Midlands Technical College	90.9	53	Tri-County Technical College	82.3
26	Spartanburg Community College	90.8	54	Medical University Hospital	82.1
27	Attorney General's Office	90.4	55	Coastal Carolina University	81.7

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	AGENCY	PERCENT
56	Parks, Recreation & Tourism, Dept. of	81.4	*Administration, Department of	<i>First Year Reporting</i>
57	College of Charleston	80.5	*Fiscal Accountability Authority, State	<i>First Year Reporting</i>
58	Ports Authority, State	80.4	*Revenue and Fiscal Affairs	<i>First Year Reporting</i>
59	Accident Fund, State	80.1		
60	Probation, Pardon and Parole Department	80.0		
60	Winthrop University	80.0		
61	Public Employee Benefit Authority	79.2		
62	Natural Resources, Department of	78.2		
63	Francis Marion University	77.8		
64	Agriculture, Department of	77.5		
65	Auditor's Office, State	77.0		
66	Patriot's Point	76.9		
67	Transportation, Department of	74.9		
68	Regulatory Staff, Office of	74.7		
69	Criminal Justice, Academy	74.6		
70	Forestry Commission	74.0		
71	Clemson University	72.3		
72	Lander University	71.1		
73	Northeastern Technical College	71.0		
74	Library, State	70.7		
75	South Carolina State University	70.6		
76	Adjutant General's Office	68.5		
77	Citadel, The	67.1		
78	Denmark Technical College	65.3		
79	Retirement Systems	64.3		

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Alphabetical Order
Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
	Accident Fund, State	80.1		Francis Marion University	77.8
	Adjutant General's Office	68.5		Governor's School for Arts & Humanities	85.9
	Agriculture, Department of	77.5		Governor's School for Science & Math	87.8
	Aiken Technical College	92.8		Greenville Technical College	91.4
	Alcohol and other Drug Abuse Services	87.0		Health and Environmental Control	89.0
	Archives and History, Department of	97.1		Health and Human Services, Department	87.2
	Arts Commission	100.0		Higher Education, Commission on	94.3
	Attorney General's Office	90.4		Housing, Finance and Development	93.2
	Auditor's Office, State	77.0		Horry-Georgetown Technical College	89.1
	Blind, Commission for the	85.6		Indigent Defense	88.3
	Central Carolina Technical College	86.8		Insurance, Department of	84.9
	Citadel, The	67.1		John de la Howe School	85.7
	Clemson University	72.3		Juvenile Justice, Department of	83.4
	Coastal Carolina University	81.7		Labor, Licensing and Regulation, Dept.	97.4
	College of Charleston	80.5		Lander University	71.1
	Commerce, Department of	95.6		Law Enforcement Division, State	83.0
	Comptroller General's Office	86.1		Library, State	70.7
	Consumer Affairs, Office of	85.2		Lieutenant Governor's Office	97.6
	Corrections, Department of	84.8		Medical University Hospital	82.1
	Criminal Justice, Academy	74.6		Medical University of South Carolina	82.7
	Deaf and Blind, School of	91.9		Mental Health, Department of	85.6
	Denmark Technical College	65.3		Midlands Technical College	90.9
	Disabilities & Special Needs, Dept. of	92.2		Motor Vehicles, Department of	94.7
	Education, Department of	92.8		Museum Commission	95.0
	Education Lottery, South Carolina	92.8		Natural Resources, Department of	78.2
	Educational Television Commission	97.0		Northeastern Technical College	71.0
	Election Commission, State	91.8		Orangeburg-Calhoun Technical College	97.0
	Employment and Workforce	89.9		Parks, Recreation & Tourism, Dept. of	81.4
	Financial Institutions, SC Board of	85.8		Patriot's Point	76.9
	Florence-Darlington Technical College	84.8		Piedmont Technical College	87.4
	Forestry Commission	74.0		Ports Authority, State	80.4

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Alphabetical Order
Chart C (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
	Probation, Pardon and Parole Department	80.0		*Administration, Department of	<i>First Year Reporting</i>
	Public Employee Benefit Authority	79.2		*Fiscal Accountability Authority, State	<i>First Year Reporting</i>
	Public Safety, Department of	83.7		*Revenue and Fiscal Affairs	<i>First Year Reporting</i>
	Public Service Commission	94.5			
	Regulatory Staff, Office of	74.7			
	Retirement Systems	64.3			
	Revenue, Department of	93.9			
	Santee Cooper	97.0			
	Secretary of State	93.4			
	Social Services, Department of	90.4			
	South Carolina State University	70.6			
	Spartanburg Community College	90.8			
	Technical College of the Low Country	91.3			
	Technical and Comprehensive	83.3			
	Transportation, Department of	74.9			
	Treasurer's Office, State	86.1			
	Tri-County Technical College	82.3			
	Trident Technical College	93.3			
	University of South Carolina	83.2			
	Vocational Rehabilitation, Department of	94.8			
	Williamsburg Technical College	93.6			
	Wil Lou Gray Opportunity School	86.4			
	Winthrop University	80.0			
	Workers' Compensation	94.9			
	York Technical College	95.2			

CHART D			CHART D		
Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Four-Year Colleges and Universities			Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Technical Colleges		
RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	UNIVERSITY OF SOUTH CAROLINA	83.2	1	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	97.0
2	MEDICAL UNIVERSITY OF SOUTH CAROLINA	82.7	2	YORK TECHNICAL COLLEGE	95.2
3	COASTAL CAROLINA UNIVERSITY	81.7	3	WILLIAMSBURG TECHNICAL COLLEGE	93.6
4	COLLEGE OF CHARLESTON	80.5	4	TRIDENT TECHNICAL COLLEGE	93.3
5	WINTHROP UNIVERSITY	80.0	5	AIKEN TECHNICAL COLLEGE	92.8
6	FRANCIS MARION UNIVERSITY	77.8	6	GREENVILLE TECHNICAL COLLEGE	91.4
7	CLEMSON UNIVERSITY	72.3	7	LOW COUNTRY, TECHNICAL COLLEGE OF THE	91.3
8	LANDER UNIVERSITY	71.1	8	MIDLANDS TECHNICAL COLLEGE	90.9
9	SOUTH CAROLINA STATE UNIVERSITY	70.6	9	SPARTANBURG COMMUNITY COLLEGE	90.8
10	CITADEL, THE	67.1	10	HORRY-GEORGETOWN TECHNICAL COLLEGE	89.1
			11	PIEDMONT TECHNICAL COLLEGE	87.4
			12	CENTRAL CAROLINA TECHNICAL COLLEGE	86.8
			13	FLORENCE-DARLINGTON TECHNICAL COLLEGE	84.8
			14	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE BOARD FOR	83.3
			15	TRI-COUNTY TECHNICAL COLLEGE	82.3
			16	NORTHEASTERN TECHNICAL COLLEGE	71.0
			17	DENMARK TECHNICAL COLLEGE	65.3

SECTION V

Explanation of Agency Charts

Pages 51 through 157 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2014 through September 30, 2015). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

Column One: Equal Employment Opportunity (EEO) Category Codes

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

E1) Executives:

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

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

E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors:*

C4) Associate Professors:*

C5) Assistant Professors:*

C6) Instructors:*

C7) Lecturers:*

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

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

Column Two: Workforce Totals

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2015. For purposes of the report, the following race/sex categories are used:

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

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

Column Three: Adjusted Availability

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

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

Column Four: Underutilization

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

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

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

Column Five: New Hires and Promotions 10/01/14 – 09/30/15

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2014 and September 30, 2015. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

Column Six: Goals Met

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

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

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

SECTION VI

State Accident Fund

Agency Director: Harry B. Gregory Jr.

EEO Officer: Gerald A. Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			2			8	4.4	32.1	7.0	4.4	7.1	7.0								0.0%	77.9%	0.0%
	% 75.0			25.0			100.0																
E2	# 4			26	6	1	37	2.5	37.7	16.7	2.5	NO	0.5				7		2	9	0.0%	YES	97.0%
	% 10.8			70.3	16.2	2.7	100.0										77.8		22.2	100.0			
E3	# 2	2		1			5	7.2	18.4	6.8	NO	NO	6.8	1	1					2	YES	YES	0.0%
	% 40.0	40.0		20.0			100.0							50.0	50.0					100.0			
E5 and E6	#			5	9	2	16	7.6	47.3	20.9	7.6	16.0	NO				1		1		0.0%	66.2%	YES
	%			31.3	56.3	12.5	100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 81.8 percent
 Level of Goal Attainment for 2014: 85.7 percent
 Level of Goal Attainment for 2015: 80.1 percent

Adjutant General Office

Agency Director: MG Robert E. Livingston Jr.

EEO Officer: Robert L. Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	1			2		12				6.1	30.6	NO				1			1	57.6%	0.0%	YES
	% 75.0	8.3			16.7		100.0	14.4	30.6	4.0							100.0			100.0			
E2	# 32	5		21	2		60	4.0	40.1	12.6	NO	5.1	9.3	6			7			13	YES	87.3%	26.2%
	% 53.3	8.3		35.0	3.3		100.0							46.2			53.8			100.0			
E3	# 5			1			6	4.3	29.3	22.3	4.3	12.6	22.3	1						1	0.0%	57.0%	0.0%
	% 83.3			16.7			100.0							100.0						100.0			
E4	# 3	3					6	18.1	3.5	2.8	NO	3.5	2.8								YES	0.0%	0.0%
	% 50.0	50.0					100.0																
E5 and E6	# 1			5	2		8	2.1	57.9	15.3	2.1	NO	NO					1		1	0.0%	YES	YES
	% 12.5			62.5	25.0		100.0											100.0		100.0			
E7	# 9	2					11	14.1	10.4	4.1	NO	10.4	4.1								YES	0.0%	0.0%
	% 81.8	18.2					100.0																
E8	# 1			1	1		3	11.6	26.4	31.4	11.6	NO	NO								0.0%	YES	YES
	% 33.3			33.3	33.3		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 79.8 percent
 Level of Goal Attainment for 2014: 79.8 percent
 Level of Goal Attainment for 2015: 68.5 percent

Department of Administration

Agency Director: Marcia S. Adams

EEO Officer: Nicole B. Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 40	4	1	23	13	1	82																
	% 48.8	4.9	1.2	28.0	15.9	1.2	100.0																
E2A	# 24	3	2	13	4	1	47																
	% 51.1	6.4	4.3	27.7	8.5	2.1	100.0																
E2B	# 42	4	1	24	8	1	80																
	% 52.5	5.0	1.3	30.0	10.0	1.3	100.0																
E2C	# 38	4		33	28	3	106																
	% 35.8	3.8		31.1	26.4	2.8	100.0																
E2D	# 17	7		49	41	1	115																
	% 14.8	6.1		42.6	35.7	0.9	100.0																
E3	# 25	11	3	8	17		64																
	% 39.1	17.2	4.7	12.5	26.6		100.0																
E5	#	1		10	5		16																
	%	6.3		62.5	31.3		100.0																
E6	# 4	4	1	4	12	1	26																
	% 15.4	15.4	3.8	15.4	46.2	3.8	100.0																
E7	# 49	17		2			68																
	% 72.1	25.0		2.9			100.0																
E8	# 21	12		4	6		43																
	% 48.8	27.9		9.3	14.0		100.0																

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

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

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

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

Level of Goal Attainment for 2013:
 Level of Goal Attainment for 2014:
 Level of Goal Attainment for 2015: ***First Year of Reporting***

Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen A. Pierce

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			1	1		6				3.9	26.7	4.6								0.0%	62.5%	YES
	% 66.7			16.7	16.7		100.0						NO										
E2	# 20	2	1	23	5	1	52	6.8	31.8	13.1	3.0	NO	3.5	1			6			7	55.9%	YES	73.3%
	% 38.5	3.8	1.9	44.2	9.6	1.9	100.0							14.3			85.7			100.0			
E3 and E5	# 30	6		14	6	2	58	10.8	18.1	15.8	0.5	NO	5.5	9	1		5			15	95.4%	YES	65.2%
	% 51.7	10.3		24.1	10.3	3.4	100.0							60.0	6.7		33.3			100.0			
E6	#			4			4	0.7	63.3	21.0	0.7	NO	21.0				1			1	0.0%	YES	0.0%
	%			100.0			100.0										100.0			100.0			
E7 and E8	# 6	3					9	19.4	14.3	2.1	NO	14.3	2.1	1	1					2	YES	0.0%	0.0%
	% 66.7	33.3					100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 88.3 percent
 Level of Goal Attainment for 2014: 89.3 percent
 Level of Goal Attainment for 2015: 77.5 percent

SC Department of Alcohol and Other Drug Abuse Services

Agency Director: Robert C. Toomey

EEO Officer: Angela Outing

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1	2		6	5.4	23.1	6.4	5.4 *	6.4 *	NO				1	3		4	0.0% *	72.3% *	YES
	% 50.0			16.7	33.3		100.0										25.0	75.0		100.0			
E2	# 5	1		3	6		15	5.3	40.5	11.8	NO	20.5	NO								YES	49.4%	YES
	% 33.3	6.7		20.0	40.0		100.0																
E3	# 1			1			2	4.5	33.9	13.8	4.5 *	33.9 *	NO								0.0% *	0.0% *	YES
	% 50.0			50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 82.7 percent
 Level of Goal Attainment for 2014: 74.0 percent
 Level of Goal Attainment for 2015: 87.0 percent

Archives and History

Agency Director: William E. Emerson
EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2	1		5	4.4	28.4	6.5	4.4	NO	NO					1		1	0.0%	YES	YES
	% 40.0			40.0	20.0		100.0											100.0		100.0			
E2	# 14	1	1	7	2		25	2.1	28.4	9.2	NO	0.4	1.2	2	1	1	3	1		8	YES	98.6%	87.0%
	% 56.0	4.0	4.0	28.0	8.0		100.0							25.0	12.5	12.5	37.5	12.5		100.0			
E3	# 2						2	30.9	36.0	12.9	30.9	36.0	12.9								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 86.0 percent
Level of Goal Attainment for 2014: 90.9 percent
Level of Goal Attainment for 2015: 97.1 percent

Arts Commission

Agency Director: Ken May
EEO Officer: Joy Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 1						1	4.4	33.0	8.1	4.4	33.0	8.1								0.0%	0.0%	0.0%	
	% 100.0						100.0																	
E2	# 1	1		6	3		11	4.3	41.0	13.2	NO	NO	NO		1					1	YES	YES	YES	
	% 9.1	9.1		54.5	27.3		100.0							100.0						100.0				
E3 and E5	#				1		1	2.5	47.3	16.3	2.5	47.3	NO								0.0%	0.0%	YES	
	%				100.0		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2013: 100.0 percent
Level of Goal Attainment for 2014: 100.0 percent
Level of Goal Attainment for 2015: 100.0 percent

Attorney General's Office

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9			3	1		13							1						1			
	% 69.2			23.1	7.7		100.0	3.5	25.1	5.7	3.5	2.0	NO	100.0						100.0	0.0%	92.0%	YES
E2	# 63	5	2	48	4	2	124							20			7	2		29			
	% 50.8	4.0	1.6	38.7	3.2	1.6	100.0	5.5	25.8	5.5	1.5	NO	2.3	69.0			24.1	6.9		100.0	72.7%	YES	58.2%
E3 and E5	# 2	4		31	12	1	50							2			11			13			
	% 4.0	8.0		62.0	24.0	2.0	100.0	2.3	53.3	23.9	NO	NO	NO	15.4			84.6			100.0	YES	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: Exempted
 Level of Goal Attainment for 2014: Exempted
 Level of Goal Attainment for 2015: 90.4 percent

Auditor, State

Agency Director: George L. Kennedy III, CPA

EEO Officer: Norma J. Dawkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8			5		1	14	2.6	42.0	7.2	2.6	6.3	7.2	1			1			2	0.0%	85.0%	0.0%
	% 57.1			35.7		7.1	100.0							50.0			50.0			100.0			
E2	# 9			14	6		29	2.6	42.1	7.2	2.6	NO	NO	1			3			4	0.0%	YES	YES
	% 31.0			48.3	20.7		100.0							25.0			75.0			100.0			
E5	#			3			3	0.5	65.1	20.7	0.5	NO	20.7				1			1	0.0%	YES	0.0%
	%			100.0			100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 65.0 percent
 Level of Goal Attainment for 2014: 61.1 percent
 Level of Goal Attainment for 2015: 77.0 percent

Commission for the Blind

Agency Director: James M. Kirby
EEO Officer: Wanda Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3	2	1	1	2		9	4.2	27.7	5.4	NO	16.6	NO	1						1	YES	40.1%	YES
	% 33.3	22.2	11.1	11.1	22.2		100.0							100.0						100.0			
E2	# 3	5	1	15	34		58	8.6	35.3	18.8	NO	9.4	NO	1	1		3	4		9	YES	73.4%	YES
	% 5.2	8.6	1.7	25.9	58.6		100.0							11.1	11.1		33.3	44.4		100.0			
E3 and E5	# 4			6	10		20	3.9	52.9	14.4	3.9	22.9	NO				2	3		5	0.0%	56.7%	YES
	% 20.0			30.0	50.0		100.0										40.0	60.0		100.0			
E7	# 3	1					4	18.6	8.7	0.3	NO	8.7	0.3		1					1	YES	0.0%	0.0%
	% 75.0	25.0					100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 86.6 percent
Level of Goal Attainment for 2014: 86.1 percent
Level of Goal Attainment for 2015: 85.6 percent

The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C2, and E1	#	37	2	2	13	3	1	58						1			1	1		3			
	%	63.8	3.4	3.4	22.4	5.2	1.7	100.0	3.7	30.8	5.6	0.3	8.4	0.4	33.3			33.3	33.3		100.0	91.9%	72.7%
C3	#	41	1	1	10		1	54						8						8			
	%	75.9	1.9	1.9	18.5		1.9	100.0	3.0	32.7	4.2	1.1	14.2	4.2	100.0						100.0	63.3%	56.6%
C4	#	37		4	21	5	2	69						2			2	1		5			
	%	53.6		5.8	30.4	7.2	2.9	100.0	3.0	32.5	4.0	3.0	2.1	NO	40.0			40.0	20.0		100.0	0.0%	93.5%
C5 and C6	#	51		6	21	1	7	86						7			8			15			
	%	59.3		7.0	24.4	1.2	8.1	100.0	3.2	26.8	19.2	3.2	2.4	18.0	46.7			53.3		100.0	0.0%	91.0%	6.3%
C8 and C9	#	45	4	1	14			64						9	2	1	2			14			
	%	70.3	6.3	1.6	21.9			100.0	5.2	28.6	3.0	NO	6.7	3.0	64.3	14.3	7.1	14.3		100.0	YES	76.6%	0.0%
E2	#	36	2	3	70	16	4	131						4	1	1	10	2		18			
	%	27.5	1.5	2.3	53.4	12.2	3.1	100.0	3.9	37.8	9.5	2.4	NO	NO	22.2	5.6	5.6	55.6	11.1		100.0	38.5%	YES
E3 and E5	#	21	6		20	11		58						1						1			
	%	36.2	10.3		34.5	19.0		100.0	8.0	40.7	12.0	NO	6.2	NO	100.0					100.0	YES	84.8%	YES
E4	#	9	6		1			16							1					1			
	%	56.3	37.5		6.3			100.0	12.1	9.0	4.7	NO	2.7	4.7		100.0				100.0	YES	70.0%	0.0%
E6	#	2			27	10		39									7			7			
	%	5.1			69.2	25.6		100.0	4.3	63.0	15.6	4.3	NO	NO			100.0			100.0	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 2013: 62.9 percent
 Level of Goal Attainment for 2014: 63.3 percent
 Level of Goal Attainment for 2015: 67.1 percent

The Citadel (Page 2 of 2)

President: Lt. General John W. Rosa

EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E7	# 40	17	4				61	14.5	6.1	1.4	NO	6.1	1.4	7	2	1				10				*
	% 65.6	27.9	6.6				100.0							70.0	20.0	10.0				100.0	YES	0.0%	0.0%	
E8	# 8	13		2	13		36	11.3	13.7	14.0	NO	8.1	NO	4	2					6				
	% 22.2	36.1		5.6	36.1		100.0							66.7	33.3					100.0	YES	40.9%	YES	
	#																							
	%																							
	#																							
	%																							
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2013: 62.9 percent
 Level of Goal Attainment for 2014: 63.3 percent
 Level of Goal Attainment for 2015: 67.1 percent

Clemson University (Page 1 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 4			1			5	4.3	39.8	10.0	4.3	19.8	10.0								0.0%	50.3%	0.0%
	% 80.0			20.0			100.0																
C2	# 17	1	1	9	2		30	3.4	34.9	5.9	0.1	4.9	NO	1		1	3			5	97.1%	86.0%	YES
	% 56.7	3.3	3.3	30.0	6.7		100.0							20.0		20.0	60.0			100.0			
C3	# 247	5	42	65	2	7	368	3.2	32.6	4.6	1.8	14.9	4.1	8			1		1	10	43.3%	54.3%	11.0%
	% 67.1	1.4	11.4	17.7	0.5	1.9	100.0							80.0			10.0		10.0	100.0			
C4	# 152	11	26	78	4	14	285	3.1	32.0	4.0	NO	4.6	2.6	5			2		2	9	YES	85.6%	35.0%
	% 53.3	3.9	9.1	27.4	1.4	4.9	100.0							55.6			22.2		22.2	100.0			
C5	# 114	6	42	72	4	25	263	3.2	31.8	4.2	0.9	4.4	2.7	16		4	8	1	5	34	71.4%	86.2%	36.1%
	% 43.3	2.3	16.0	27.4	1.5	9.5	100.0							47.1		11.8	23.5	2.9	14.7	100.0			
C7	# 109	4	6	135	11	12	277	3.4	33.3	6.1	2.0	NO	2.1	7	1		33	2	4	47	41.2%	YES	65.8%
	% 39.4	1.4	2.2	48.7	4.0	4.3	100.0							14.9	2.1		70.2	4.3	8.5	100.0			
C8	# 60		7	38	1	5	111	2.4	34.5	3.7	2.4	0.3	2.8	9		4	1	1		15	0.0%	99.1%	24.3%
	% 54.1		6.3	34.2	0.9	4.5	100.0							60.0		26.7	6.7	6.7		100.0			
C9	# 147	21	3	77	17	5	270	4.7	36.2	6.8	NO	7.7	0.5	17	2	1	13	2		35	YES	78.7%	92.7%
	% 54.4	7.8	1.1	28.5	6.3	1.9	100.0							48.6	5.7	2.9	37.1	5.7		100.0			
E1	# 115	14	2	133	14	2	280	4.9	34.7	8.8	NO	NO	3.8	11	1	1	22	1		36	YES	YES	57.0%
	% 41.1	5.0	0.7	47.5	5.0	0.7	100.0							30.6	2.8	2.8	61.1	2.8		100.0			

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

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

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

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

Level of Goal Attainment for 2013: 86.9 percent
 Level of Goal Attainment for 2014: 85.8 percent
 Level of Goal Attainment for 2015: 72.3 percent

Clemson University (Page 2 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E21	# 99	9	3	333	40	13	497	3.7	44.0	10.3	1.9	NO	2.3	12	4		42	12	1	71			
	% 19.9	1.8	0.6	67.0	8.0	2.6	100.0							16.9	5.6		59.2	16.9	1.4	100.0	48.6%	YES	77.7%
E22	# 29	3	1	55	8	1	97	1.4	48.1	5.5	NO	NO	NO	12	4		42	12	1	71			
	% 29.9	3.1	1.0	56.7	8.2	1.0	100.0							16.9	5.6		59.2	16.9	1.4	100.0	YES	YES	YES
E23	# 115	18	2	37	6	1	179	5.3	39.3	17.1	NO	18.6	13.7	23	1	1	37	11	1	74			
	% 64.2	10.1	1.1	20.7	3.4	0.6	100.0							31.1	1.4	1.4	50.0	14.9	1.4	100.0	YES	52.7%	19.9%
E24	# 45	1	1	17			64	5.2	12.4	1.9	3.6	NO	1.9	16			3			19			
	% 70.3	1.6	1.6	26.6			100.0							84.2			15.8			100.0	30.8%	YES	0.0%
E25	# 96	4	3	80	11	2	196	5.2	31.5	10.5	3.2	NO	4.9	7		1	21	1	2	32			
	% 49.0	2.0	1.5	40.8	5.6	1.0	100.0							21.9		3.1	65.6	3.1	6.3	100.0	38.5%	YES	53.3%
E31	# 63	9	2	55	7	1	137	7.7	21.4	9.9	1.1	NO	4.8	7			5			12			
	% 46.0	6.6	1.5	40.1	5.1	0.7	100.0							58.3			41.7			100.0	85.7%	YES	51.5%
E32	# 76	4	1	33	4	2	120	8.7	22.5	15.9	5.4	NO	12.6	6			4			10			
	% 63.3	3.3	0.8	27.5	3.3	1.7	100.0							60.0			40.0			100.0	37.9%	YES	20.8%
E4	# 35	3		4	1		43	11.4	6.1	2.0	4.4	NO	NO	11	1		4			16			
	% 81.4	7.0		9.3	2.3		100.0							68.8	6.3		25.0			100.0	61.4%	YES	YES
E51	# 7	2		153	13	1	176	0.5	66.4	8.2	NO	NO	0.8	1	11		12	2		26			
	% 4.0	1.1		86.9	7.4	0.6	100.0							3.8	42.3		46.2	7.7		100.0	YES	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 2013: 86.9 percent
 Level of Goal Attainment for 2014: 85.8 percent
 Level of Goal Attainment for 2015: 72.3 percent

Clemson University (Page 3 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E52	# 3	3		21	11		38	7.0	44.3	16.3	NO	NO	NO	2			6			8			
	% 7.9	7.9		55.3	28.9		100.0							25.0			75.0			100.0	YES	YES	YES
E6	# 5	1		37	11	2	56	1.1	61.3	16.9	NO	NO	NO	2	1	1	3	2		9			
	% 8.9	1.8		66.1	19.6	3.6	100.0							22.2	11.1	11.1	33.3	22.2		100.0	YES	YES	YES
E7	# 159	10	3	2			174	15.3	3.2	0.9	9.6	2.1	0.9	23	1	1				25			
	% 91.4	5.7	1.7	1.1			100.0							92.0	4.0	4.0				100.0	37.3%	34.4%	0.0%
E8	# 55	22	3	30	42	1	153	21.1	13.6	11.1	6.7	NO	NO	13	3	3	5	3	1	28			
	% 35.9	14.4	2.0	19.6	27.5	0.7	100.0							46.4	10.7	10.7	17.9	10.7	3.6	100.0	68.2%	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 2013: 86.9 percent
 Level of Goal Attainment for 2014: 85.8 percent
 Level of Goal Attainment for 2015: 72.3 percent

Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Kim Sherefesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	7	1		4		12							1	1		1			3			
	%	58.3	8.3		33.3		100.0	3.1	35.9	6.5	NO	2.6	6.5	33.3	33.3		33.3			100.0	YES	92.8%	0.0%
C2	#	4			4		8										1			1			
	%	50.0			50.0		100.0	3.5	40.4	7.6	3.5	NO	7.6				100.0			100.0	0.0%	YES	0.0%
C3	#	65	2	1	22	2	92							11			3			14			
	%	70.7	2.2	1.1	23.9	2.2	100.0	2.5	32.8	3.3	0.3	8.9	1.1	78.6			21.4			100.0	88.0%	72.9%	66.7%
C4	#	54	2	6	40	2	5	109						8		1	5	1	1	16			
	%	49.5	1.8	5.5	36.7	1.8	4.6	100.0	2.5	32.6	3.1	0.7	NO	50.0		6.3	31.3	6.3	6.3	100.0	72.0%	YES	58.1%
C5	#	56	5	8	41	4	2	116						12	1	1	9	2	1	26			
	%	48.3	4.3	6.9	35.3	3.4	1.7	100.0	2.5	32.4	3.1	NO	NO	46.2	3.8	3.8	34.6	7.7	3.8	100.0	YES	YES	YES
C6	#	4		2	4		1	11															
	%	36.4		18.2	36.4		9.1	100.0	3.0	32.3	4.6	3.0	NO								0.0%	YES	0.0%
C7 and C8	#	56	1	1	61	2	1	122						11			13			24			
	%	45.9	0.8	0.8	50.0	1.6	0.8	100.0	3.0	35.3	5.4	2.2	NO	45.8			54.2			100.0	26.7%	YES	29.6%
C9	#	44	6	1	15	4	1	71						9	1		4	2	1	17			
	%	62.0	8.5	1.4	21.1	5.6	1.4	100.0	6.2	26.9	1.9	NO	5.8	NO	52.9	5.9		23.5	11.8	5.9	100.0	YES	78.4%
E2	#	92	4		171	15		282						12	1	1	24	2		40			
	%	32.6	1.4		60.6	5.3		100.0	4.5	39.1	11.1	3.1	NO	30.0	2.5	2.5	60.0	5.0		100.0	31.1%	YES	47.7%

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 2013: 83.5 percent
 Level of Goal Attainment for 2014: 83.8 percent
 Level of Goal Attainment for 2015: 81.7 percent

Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Kim Sherefesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	# 41	4	2	20	3	1	71	4.1	29.3	10.0	NO	1.1	5.8	3			1			4	YES	96.2%	42.0%
	% 57.7	5.6	2.8	28.2	4.2	1.4	100.0							75.0			25.0			100.0			
E4	# 24	3		3	1		31	6.3	8.9	1.7	NO	NO	NO	2	1					3	YES	YES	YES
	% 77.4	9.7		9.7	3.2		100.0							66.7	33.3					100.0			
E5	# 6			31	3	2	42	1.0	67.7	10.8	1.0	NO	3.7	3			5			8	0.0%	YES	65.7%
	% 14.3			73.8	7.1	4.8	100.0							37.5			62.5			100.0			
E6	# 2			41	5		48	1.7	72.6	7.8	1.7	NO	NO				5			5	0.0%	YES	YES
	% 4.2			85.4	10.4		100.0										100.0			100.0			
E7	# 48	4	2				54	11.3	3.3	0.1	3.9	3.3	0.1	5						5	65.5%	0.0%	0.0%
	% 88.9	7.4	3.7				100.0							100.0						100.0			
E8	# 53	20	1	10	12	2	98	15.1	11.3	7.6	NO	1.1	NO	6	3		2	3		14	YES	90.3%	YES
	% 54.1	20.4	1.0	10.2	12.2	2.0	100.0							42.9	21.4		14.3	21.4		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 83.5 percent
 Level of Goal Attainment for 2014: 83.8 percent
 Level of Goal Attainment for 2015: 81.7 percent

College of Charleston (Page 1 of 2)

President: Glenn F. McConnell

EEO Officer: Kimberly A. Gertner

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	36	5		57	6	5	109																
	%	33.0	4.6		52.3	5.5	4.6	100.0	6.0	24.5	6.1	1.4	NO	0.6							76.7%	YES	90.2%	
C2	#	3	3	1	6	1		14	2.8	31.3	3.1	NO	NO	NO							YES	YES	YES	
	%	21.4	21.4	7.1	42.9	7.1		100.0																
C3	#	84	3	8	54	1	2	152	3.8	32.1	4.7	1.8	NO	4.0	8		2	3		1	14	52.6%	YES	14.9%
	%	55.3	2.0	5.3	35.5	0.7	1.3	100.0							57.1		14.3	21.4		7.1	100.0			
C4	#	81	3	17	63	5	8	177	3.2	34.1	4.2	1.5	NO	1.4	12		2	6		1	21	53.1%	YES	66.7%
	%	45.8	1.7	9.6	35.6	2.8	4.5	100.0							57.1		9.5	28.6		4.8	100.0			
C5	#	69	6	8	53	6	9	151	3.1	35.1	4.8	NO	0.0	0.8	13		1	15	1	1	31	YES	YES	83.3%
	%	45.7	4.0	5.3	35.1	4.0	6.0	100.0							41.9		3.2	48.4	3.2	3.2	100.0			
C6	#	15		3	25	1	2	46	3.7	37.6	6.1	3.7	NO	3.9			3			3		0.0%	YES	36.1%
	%	32.6		6.5	54.3	2.2	4.3	100.0									100.0			100.0				
C7	#	8			8	1	2	19	3.1	35.3	4.5	*	NO	NO	2			2		2	6	0.0%	YES	YES
	%	42.1			42.1	5.3	10.5	100.0				3.1	NO	NO	33.3			33.3		33.3	100.0			
C8 and C9	#	44	5	4	39	5	3	100	4.1	30.4	4.1	NO	NO	NO	4	1	2	7		1	15	YES	YES	YES
	%	44.0	5.0	4.0	39.0	5.0	3.0	100.0							26.7	6.7	13.3	46.7		6.7	100.0			
E2	#	84	12	8	185	38	17	344	5.3	34.9	9.5	1.8	NO	NO	20		3	32	10	5	70	66.0%	YES	YES
	%	24.4	3.5	2.3	53.8	11.0	4.9	100.0							28.6		4.3	45.7	14.3	7.1	100.0			

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

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

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

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

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

Level of Goal Attainment for 2013: 75.1 percent

Level of Goal Attainment for 2014: 75.6 percent

Level of Goal Attainment for 2015: 80.5 percent

College of Charleston (Page 2 of 2)

President: Glenn F. McConnell
EEO Officer: Kimberly A. Gertner

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	# 30	6	2	19	6		63	8.6	25.9	9.5	NO	NO	0.0	4		1	3			8			
	% 47.6	9.5	3.2	30.2	9.5		100.0							50.0		12.5	37.5			100.0	YES	YES	YES
E4	# 17	13	3	3	11	1	48	7.6	29.7	8.6	NO	23.4	NO		1			2		3	YES	21.2%	YES
	% 35.4	27.1	6.3	6.3	22.9	2.1	100.0							33.3				66.7		100.0			
E5	# 7	1		36	25	5	74	4.9	37.2	10.9	3.5	NO	NO	2			9	5	1	17	28.6%	YES	YES
	% 9.5	1.4		48.6	33.8	6.8	100.0							11.8			52.9	29.4	5.9	100.0			
E6	# 4	3		11	7	2	27	7.0	38.5	15.1	NO	NO	NO				3			3	YES	YES	YES
	% 14.8	11.1		40.7	25.9	7.4	100.0										100.0			100.0			
E7	# 24	45	3		3		75	7.5	30.2	9.9	NO	30.2	5.9	1	2	1		1		5	YES	0.0%	40.4%
	% 32.0	60.0	4.0		4.0		100.0							20.0	40.0	20.0		20.0		100.0			
E8	# 6	14		2	28		50	7.7	31.5	10.8	NO		NO	1	1					2	YES	12.7%	YES
	% 12.0	28.0		4.0	56.0									50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 75.1 percent
Level of Goal Attainment for 2014: 75.6 percent
Level of Goal Attainment for 2015: 80.5 percent

Department of Commerce

Agency Director: Bobby Hitt

EEO Officer: Chris Huffman (Interim)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 6	1		13	5		25							1			3	1		5				
	% 24.0	4.0		52.0	20.0		100.0	4.2	25.9	5.5	0.2	NO	NO	20.0			60.0	20.0		100.0	95.2%	YES	YES	
E2	# 17	2	1	33	4	1	58							7	2	1	4	1		15				
	% 29.3	3.4	1.7	56.9	6.9	1.7	100.0	3.8	39.7	9.1	0.4	NO	2.2	46.7	13.3	6.7	26.7	6.7		100.0	89.5%	YES	75.8%	
E3	# 1	1					2																	
	% 50.0	50.0					100.0	4.1	13.6	2.6	NO	13.6	2.6								YES	0.0%	0.0%	
E5	# 1				1		2													1				
	% 50.0				50.0		100.0	7.7	36.6	26.7	NO	36.6	NO							100.0	100.0	YES	0.0%	YES
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2013: 100.0 percent
 Level of Goal Attainment for 2014: 100.0 percent
 Level of Goal Attainment for 2015: 95.6 percent

Comptroller General

Agency Director: William E. Gunn

EEO Officer: Allison W. Houpt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			4	1	1	13	3.0	41.2	10.0	3.0 *	10.4	2.3 *	2						2	0.0% *	74.8% *	77.0% *
	% 53.8			30.8	7.7	7.7	100.0							100.0						100.0			
E2	# 2	1		4	2		9	1.6	55.4	14.1	NO	11.0	NO				2			2	YES	80.1% *	YES
	% 22.2	11.1		44.4	22.2		100.0										100.0			100.0			
E5	# 1			1	1		3	2.7	47.0	11.3	2.7 *	13.7 *	NO				2			2	0.0% *	70.9% *	YES
	% 33.3			33.3	33.3		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 96.9 percent
 Level of Goal Attainment for 2014: 89.8 percent
 Level of Goal Attainment for 2015: 86.1 percent

Consumer Affairs

Agency Director: Carolyn Grube Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3	2		6	4.0	27.2	5.5	4.0	NO	NO								0.0%*	YES	YES
	% 16.7			50.0	33.3		100.0																
E2	# 7	2		9	10		28	3.7	33.4	8.0	NO	1.3	NO	2	2		3	5		12	YES	96.1%*	YES
	% 25.0	7.1		32.1	35.7		100.0							16.7	16.7		25.0	41.7		100.0			
E5	#			3	3		3	4.6	52.8	20.5	4.6	52.8	NO				1	1		1	0.0%*	0.0%	YES
	%			100.0	100.0		100.0										100.0	100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 75.8 percent
 Level of Goal Attainment for 2014: 71.4 percent
 Level of Goal Attainment for 2015: 85.2 percent

Corrections, Department of (Page 1 of 2)

Agency Director: Bryan P. Stirling

EEO Officer: Kelvin Perry

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 50	21	2	5	22		100	14.1	16.8	19.4	NO	15.1	NO	6	4			7		17			
	% 16.8	21.0	0.7	1.7	73.8		100.0							35.3	23.5			41.2		100.0	YES	29.8%	YES
E1B	# 58	32	1	25	22	1	139	15.2	17.7	21.1	NO	NO	5.3	8	2		1	3		14			
	% 41.7	23.0	0.7	18.0	15.8	0.7	100.0							57.1	14.3		7.1	21.4		100.0	YES	YES	74.9%
E2A	# 44	18	4	46	32	3	147	6.0	37.0	10.2	NO	5.7	NO	9	5		11	9		34			
	% 29.9	12.2	2.7	31.3	21.8	2.0	100.0							26.5	14.7		32.4	26.5		100.0	YES	84.6%	YES
E2B	# 103	76	2	171	193	11	556	6.1	39.8	17.5	NO	9.0	NO	20	16	1	43	36	4	120			
	% 18.5	13.7	0.4	30.8	34.7	2.0	100.0							16.7	13.3	0.8	35.8	30.0	3.3	100.0	YES	77.4%	YES
E2C	# 43	33	4	39	108	1	228	5.9	44.6	21.4	NO	27.5	NO	7	11	1	8	29		56			
	% 18.9	14.5	1.8	17.1	47.4	0.4	100.0							12.5	19.6	1.8	14.3	51.8		100.0	YES	38.3%	YES
E3A	# 6	3	1	53	33	5	101	10.3	25.8	16.6				1			17	14	1	33			
	% 5.9	3.0	1.0	52.5	32.7	5.0	100.0				7.3	NO	NO	3.0			51.5	42.4	3.0	100.0	29.1%	YES	YES
E3B	# 1	3		13	34	1	52	2.4	40.9	31.2				2	4		3	10		19			
	% 1.9	5.8		25.0	65.4	1.9	100.0				NO	15.9	NO	10.5	21.1		15.8	52.6		100.0	YES	61.1%	YES
E4A	# 124	186	9	27	160	1	507	22.1	10.8	25.6	NO	5.5	NO	21	32	2	8	22	1	86			
	% 24.5	36.7	1.8	5.3	31.6	0.2	100.0							24.4	37.2	2.3	9.3	25.6	1.2	100.0	YES	49.1%	YES
E4B	# 244	323	21	64	362	5	1019	22.5	10.6	26.3	NO	4.3	NO	64	57	8	8	61		198			
	% 23.9	31.7	2.1	6.3	35.5	0.5	100.0							32.3	28.8	4.0	4.0	30.8		100.0	YES	59.4%	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 2013: 87.4 percent
 Level of Goal Attainment for 2014: 87.2 percent
 Level of Goal Attainment for 2015: 84.8 percent

Corrections, Department of (Page 2 of 2)

Agency Director: Bryan P. Stirling
EEO Officer: Kelvin Perry

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4C	# 418	459	50	102	638	29	1696							213	169	29	56	232	19	718			
	% 24.6	27.1	2.9	6.0	37.6	1.7	100.0	22.5	10.7	26.3	NO	4.7	NO	29.7	23.5	4.0	7.8	32.3	2.6	100.0	YES	56.1%	YES
E5	# 10	14		79	73	2	178							3	1		21	15		40			
	% 5.6	7.9		44.4	41.0	1.1	100.0	5.6	46.7	19.0	NO	2.3	NO	7.5	2.5		52.5	37.5		100.0	YES	95.1%	YES
E6	# 6	2	1	45	49	1	104							1	1		20	26	2	50			
	% 5.8	1.9	1.0	43.3	47.1	1.0	100.0	6.1	45.4	20.0	4.2	2.1	NO	2.0	2.0		40.0	52.0	4.0	100.0	31.1%	95.4%	YES
E7	# 78	25	3	2	3		111							9	2	1		2		14			
	% 70.3	22.5	2.7	1.8	2.7		100.0	11.7	3.4	1.1	NO	1.6	NO	64.3	14.3	7.1		14.3		100.0	YES	52.9%	YES
E8A	# 71	15	1	7	19	1	114							11	3		2	3		19			
	% 62.3	13.2	0.9	6.1	16.7	0.9	100.0	7.2	28.3	10.4	NO	22.2	NO	57.9	15.8		10.5	15.8		100.0	YES	21.6%	YES
E8B	# 28	28	9	24	49	3	141							18	14	3	9	16		60			
	% 19.9	19.9	6.4	17.0	34.8	2.1	100.0	10.9	29.0	24.4	NO	12.0	NO	30.0	23.3	5.0	15.0	26.7		100.0	YES	58.6%	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 2013: 87.4 percent
Level of Goal Attainment for 2014: 87.2 percent
Level of Goal Attainment for 2015: 83.2 percent

Criminal Justice Academy

Agency Director: H. F. Harrell

EEO Officer: Cheryl Beard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			1	2		7				5.5	28.4	6.7								0.0%	50.4%	YES
	% 57.1			14.3	28.6		100.0				5.5	14.1	NO										
E2	# 8	7		17	1		33				5.9	35.8	10.1		2					2	YES	YES	29.7%
	% 24.2	21.2		51.5	3.0		100.0				NO	NO	7.1	100.0						100.0			
E2A	# 3	1		1			5				4.8	33.2	9.7								YES	0.0%	YES
	% 60.0	20.0		20.0			100.0				NO	33.2	NO										
E2B	# 30	1		5	1		37				3.8	32.0	6.7	7			1			8	71.1%	42.2%	40.3%
	% 81.1	2.7		13.5	2.7		100.0				1.1	18.5	4.0	87.5			12.5			100.0			
E3	# 1			1			2				1.6	19.3	4.3								0.0%	0.0%	YES
	% 50.0			50.0			100.0				1.6	19.3	NO										
E5	#	1		11	1		13				4.7	49.6	19.6				4			4	YES	YES	39.3%
	%	7.7		84.6	7.7		100.0				NO	NO	11.9				100.0			100.0			
E7 and E8	# 14	2		2	2		20				14.2	6.0	8.0	1			1			2	70.4%	YES	YES
	% 70.0	10.0		10.0	10.0		100.0				4.2	NO	NO	50.0			50.0			100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 72.1 percent
 Level of Goal Attainment for 2014: 82.8 percent
 Level of Goal Attainment for 2015: 74.6 percent

Deaf and Blind, School for the

Agency Director: Page McCraw

EEO Officer: Monique Callaham

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	1		9	2		17	4.8	36.0	8.6	NO	NO	NO	1			1			2			
	% 29.4	5.9		52.9	11.8		100.0							50.0			50.0			100.0	YES	YES	YES
E2	# 29	7		95	20	1	152	3.9	47.4	14.5	NO	NO	1.3	1			7	5		13			
	% 19.1	4.6		62.5	13.2	0.7	100.0							7.7			53.8	38.5		100.0	YES	YES	91.0%
E3	# 2			1	1		4	11.4	24.8	3.3	11.4	NO	NO	1						1			
	% 50.0			25.0	25.0		100.0							100.0						100.0	0.0%	YES	YES
E5	# 4	5	1	35	41	1	87	4.3	48.9	18.8	NO	8.7	NO		1		3	2		6			
	% 4.6	5.7	1.1	40.2	47.1	1.1	100.0								16.7		50.0	33.3		100.0	YES	82.2%	YES
E6	#			9	3		12	0.1	75.1	11.7	0.1	0.1	NO				2		1	3			
	%			75.0	25.0		100.0										66.7		33.3	100.0	0.0%	99.9%	YES
E7	# 9			1			10	11.9	2.2	0.1	11.9	NO	0.1										
	% 90.0			10.0			100.0														0.0%	YES	0.0%
E8	# 4	2		4	7		17	14.7	15.5	28.2	2.9	NO	NO	3						3			
	% 23.5	11.8		23.5	41.2		100.0							100.0						100.0	80.3%	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 2013: 92.7 percent
 Level of Goal Attainment for 2014: 89.4 percent
 Level of Goal Attainment for 2015: 91.9 percent

Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deidre Blake-Sayers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 21	4		27	12	1	65	4.9	33.9	9.8	NO	NO	NO	2			6	1		9			
	% 32.3	6.2		41.5	18.5	1.5	100.0							22.2			66.7	11.1		100.0	YES	YES	YES
E2	# 30	29		120	151	5	335	6.8	40.6	20.2	NO	4.8	NO	6	4	1	27	15	2	55			
	% 9.0	8.7		35.8	45.1	1.5	100.0							10.9	7.3	1.8	49.1	27.3	3.6	100.0	YES	88.2%	YES
E3	# 10	5	2	50	47	4	118	3.0	46.1	27.2	NO	3.7	NO	3		1	16	20	2	42			
	% 8.5	4.2	1.7	42.4	39.8	3.4	100.0							7.1		2.4	38.1	47.6	4.8	100.0	YES	92.0%	YES
E4 and E7	# 21	8		1	1		31	15.3	2.4	0.5	NO	NO	NO	2						2			
	% 67.7	25.8		3.2	3.2		100.0							100.0						100.0	YES	YES	YES
E5	# 15	143	2	87	727	13	987	5.0	23.8	54.0	NO	15.0	NO	9	50	3	63	290	25	440			
	% 1.5	14.5	0.2	8.8	73.7	1.3	100.0							2.0	11.4	0.7	14.3	65.9	5.7	100.0	YES	37.0%	YES
E6	# 2			21	36	1	60	0.7	61.0	23.1	0.7*	26.0	NO				6	1		7		*	
	% 3.3			35.0	60.0	1.7	100.0										85.7	14.3		100.0	0.0%	57.4%	YES
E8	# 20	33		20	90	3	166	15.3	17.5	19.7	NO	5.5	NO	6	10		4	21	1	42			
	% 12.0	19.9		12.0	54.2	1.8	100.0							14.3	23.8		9.5	50.0	2.4	100.0	YES	68.6%	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 2013: 79.2 percent
 Level of Goal Attainment for 2014: 77.6 percent
 Level of Goal Attainment for 2015: 92.2 percent

Department of Education

Agency Director: Molly Spearman

EEO Officer: Lisa K. McCloud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	1	1	16	6		32	6.5	19.5	7.1	3.4	NO	NO				9	1		10	47.7%	YES	YES
	% 25.0	3.1	3.1	50.0	18.8		100.0										90.0	10.0		100.0			
E2A	# 34	9	1	103	39	5	191	5.8	37.7	18.6	1.1	NO	NO	6			10	4		20	81.0%	YES	YES
	% 17.8	4.7	0.5	53.9	20.4	2.6	100.0							30.0			50.0	20.0		100.0			
E2B	# 11	3	2	15	10		41	7.2	31.9	12.7	NO	NO	NO	1			1	3		5	YES	YES	YES
	% 26.8	7.3	4.9	36.6	24.4		100.0							20.0			20.0	60.0		100.0			
E2C	# 43	7	1	26	22		99	4.9	32.8	11.6	NO	6.5	NO	4	1		2	3		10	YES	80.2%	YES
	% 43.4	7.1	1.0	26.3	22.2		100.0							40.0	10.0		20.0	30.0		100.0			
E3	# 12	4	2	9	6		33	13.3	17.2	15.7	1.2	NO	NO	5	3		3	2		13	91.0%*	YES	YES
	% 36.4	12.1	6.1	27.3	18.2		100.0							38.5	23.1		23.1	15.4		100.0			
E5	#			17	12		29	2.5	53.5	23.8	2.5	NO	NO					1		1	0.0%*	YES	YES
	%			58.6	41.4		100.0											100.0		100.0			
E6	#			11	9		20	2.7	56.2	24.1	2.7	1.2	NO				3	1		4	0.0%*	97.9%*	YES
	%			55.0	45.0		100.0										75.0	25.0		100.0			
E7 and E8	# 250	84	6	27	3		370	20.8	5.0	1.8	NO	NO	1.0	44	7	1	3			55	YES	YES	44.4%
	% 67.6	22.7	1.6	7.3	0.8		100.0							80.0	12.7	1.8	5.5			100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 90.4 percent
 Level of Goal Attainment for 2014: 90.3 percent
 Level of Goal Attainment for 2015: 92.8 percent

South Carolina Education Lottery

Agency Director: Paula Harper Bethea

EEO Officer: Mary Margret Hopkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	3		5	1		14	2.8	31.1	5.3	NO	NO	NO								YES	YES	YES
	% 35.7	21.4		35.7	7.1		100.0																
E2	# 19	9	1	25	11	2	67	4.0	34.9	7.2	NO	NO	NO	4	2		3	1		10	YES	YES	YES
	% 28.4	13.4	1.5	37.3	16.4	3.0	100.0							40.0	20.0		30.0	10.0		100.0			
E3	# 4	1		1	4		10	14.0	17.0	6.8	4.0	7.0	NO								71.4%	58.8%	YES
	% 40.0	10.0		10.0	40.0		100.0																
E5	#	2		10	6		18	7.4	43.5	7.8	NO	NO	NO				1	1		2	YES	YES	YES
	%	11.1		55.6	33.3		100.0										50.0	50.0		100.0			
E6	# 1			4	1		6	4.5	48.2	24.3	4.5	NO	7.6				1			1	0.0%	YES	68.7%
	% 16.7			66.7	16.7		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 91.7 percent
 Level of Goal Attainment for 2014: 91.7 percent
 Level of Goal Attainment for 2015: 92.8 percent

Educational Television

Agency Director: Linda O'Bryon

EEO Officer: Karen Eubanks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			3			5	5.1	25.7	6.9	5.1	NO	6.9								0.0%	YES	0.0%
	% 40.0			60.0			100.0																
E2A	# 26	5		10	3		44	9.8	17.9	4.4	NO	NO	NO	3						3	YES	YES	YES
	% 59.1	11.4		22.7	6.8		100.0							100.0						100.0			
E2B	# 6	2		10	3	1	22	7.4	23.8	7.7	NO	NO	NO		1		1	1		3	YES	YES	YES
	% 27.3	9.1		45.5	13.6	4.5	100.0							33.3			33.3	33.3		100.0			
E2C	# 5	2		5	2		14	7.7	20.3	4.8	NO	NO	NO	1			1			2	YES	YES	YES
	% 35.7	14.3		35.7	14.3		100.0							50.0			50.0			100.0			
E3	# 15	3	1	2	2		23	14.5	13.2	2.7	1.5	4.5	NO	1	1		1			3	89.7%	65.9%	YES
	% 65.2	13.0	4.3	8.7	8.7		100.0							33.3	33.3		33.3			100.0			
E5 and E6	# 2			6	2		10	7.3	44.0	20.0	7.3	NO	0.0								0.0%	YES	YES
	% 20.0			60.0	20.0		100.0																
E7	# 3						3	12.3	1.4	0.8	12.3	1.4	0.8								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 94.5 percent
 Level of Goal Attainment for 2014: 98.2 percent
 Level of Goal Attainment for 2015: 97.0 percent

Election Commission, State

Agency Director: Marci Andino

EEO Officer: Daylin Siber

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 2	1		4			7	5.7	32.8	10.4	NO	NO	10.4				1			1	YES	YES	0.0%
	% 28.6	14.3		57.1			100.0										100.0			100.0			
E3, E5, and E6	# 3	3		2	1	1	10	10.1	22.8	14.0	NO	2.8	4.0				1			1	YES	87.7%	71.4%
	% 30.0	30.0		20.0	10.0	10.0	100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 97.1 percent
 Level of Goal Attainment for 2014: 84.5 percent
 Level of Goal Attainment for 2015: 91.8 percent

Employment and Workforce, Department of

Agency Director: Cheryl M. Stanton

EEO Officer: Adrienne Sorenson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5	1		3	2	11							1	1		1			3			
	%	45.5	9.1		27.3	18.2	100.0	3.0	27.6	3.5	NO	0.3	NO	33.3	33.3		33.3			100.0	YES	98.9%	YES
E2A	#	35	36	4	87	98	12	272						4	6	1	8	12	2	33			
	%	12.9	13.2	1.5	32.0	36.0	4.4	100.0	3.8	45.8	25.3	NO	13.8	12.1	18.2	3.0	24.2	36.4	6.1	100.0	YES	69.9%	YES
E2B and E4	#	41	18	1	52	56	3	171						9	2		5	7	5	28			
	%	24.0	10.5	0.6	30.4	32.7	1.8	100.0	3.5	38.7	20.0	NO	8.3	32.1	7.1		17.9	25.0	17.9	100.0	YES	78.6%	YES
E2C	#	30	9	3	30	27		99						3	3		3	3	2	14			
	%	30.3	9.1	3.0	30.3	27.3		100.0	4.6	31.8	11.9	NO	1.5	21.4	21.4		21.4	21.4	14.3	100.0	YES	95.3%	YES
E2D	#	18	5	3	15	2	2	45					*	4		2	4		2	12			*
	%	40.0	11.1	6.7	33.3	4.4	4.4	100.0	4.1	27.4	6.6	NO	NO	33.3		16.7	33.3		16.7	100.0	YES	YES	66.7%
E3 and E5	#	13	8		2	2		25					*	5	4			1		10			*
	%	52.0	32.0		8.0	8.0		100.0	7.8	32.9	10.7	NO	24.9	50.0	40.0			10.0		100.0	YES	24.3%	74.8%
E6,E7 and E8	#	7	3		7	7	1	25						2						2			
	%	28.0	12.0		28.0	28.0	4.0	100.0	9.9	35.0	12.3	NO	7.0	100.0						100.0	YES	80.0%	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 2013: 90.0 percent
 Level of Goal Attainment for 2014: 89.2 percent
 Level of Goal Attainment for 2015: 89.9 percent

Financial Institutions, Board of

Agency Director: Curtis M. Loftis Jr.

EEO Officer: Alicia Sharpe

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2			7	6.1	36.9	11.4	6.1	8.3	11.4								0.0%	77.5%	0.0%
	% 71.4			28.6			100.0																
E2	# 10	4		13	3	1	31	3.9	43.9	13.8	NO	2.0	4.1		1		2			3	YES	95.4%	70.3%
	% 32.3	12.9		41.9	9.7	3.2	100.0								33.3		66.7			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 85.1 percent
 Level of Goal Attainment for 2014: 91.4 percent
 Level of Goal Attainment for 2015: 85.8 percent

Fiscal Accountability Authority, State

Agency Director: David Acant (Interim)

EEO Officer: Marick Walters

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	3		6	1	1	17																
	% 35.3	17.6		35.3	5.9	5.9	100.0																
E2A	# 15			3			18																
	% 83.3			16.7			100.0																
E2B	# 13	1		9	3		26																
	% 50.0	3.8		34.6	11.5		100.0																
E2C	# 6			8	6		20																
	% 30.0			40.0	30.0		100.0																
E2D	# 2		1	4	9	1	17																
	% 11.8		5.9	23.5	52.9	5.9	100.0																
E3	# 2		1	1			4																
	% 50.0		25.0	25.0			100.0																
E5	#			7	4		11																
	%			63.6	36.4		100.0																
E6	#			2	2		4																
	%			50.0	50.0		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013:
 Level of Goal Attainment for 2014:
 Level of Goal Attainment for 2015: **First Year of Reporting**

Forestry Commission

Agency Director: Henry E. (Gene) Kodama

EEO Officer: Lynn Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5		1				6																
	% 83.3		16.7				100.0	3.7	20.2	3.2	3.7	20.2	3.2								0.0%	0.0%	0.0%
E2, E2A,, and E2B	# 83	1		19	3		106													12			
	% 78.3	0.9		17.9	2.8		100.0	5.0	11.4	1.9	4.1	NO	NO	75.0	8.3	8.3	8.3			100.0	18.0%	YES	YES
E3	# 7	1		1			9																
	% 77.8	11.1		11.1			100.0	6.6	8.3	2.8	NO	NO	2.8								YES	YES	0.0%
E4	# 146	9	1	3			159													16			
	% 91.8	5.7	0.6	1.9			100.0	10.4	3.5	0.2	4.7	1.6	0.2	93.8	6.3					100.0	54.8%	54.3%	0.0%
E5	#			4	2		6																
	%			66.7	33.3		100.0	0.5	67.6	11.4	0.5	0.9	NO								0.0%	98.7%	YES
E6	# 2			27	2		31										2	1		3			
	% 6.5			87.1	6.5		100.0	2.8	41.9	17.7	2.8	NO	11.2				66.7	33.3		100.0	0.0%	YES	36.7%
E7	# 11	3					14													3			
	% 78.6	21.4					100.0	19.2	1.3	0.4	NO	1.3	0.4	100.0						100.0	YES	0.0%	0.0%
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 64.2 percent
 Level of Goal Attainment for 2014: 60.5 percent
 Level of Goal Attainment for 2015: 74.0 percent

Francis Marion University

President: Dr. Fred Carter
EEO Officer: Demetra Pearson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	# 17	1		13	1		32	5.1	27.8	6.7	2.0	NO	3.6	1						1	60.8%	YES	46.3%
	% 53.1	3.1		40.6	3.1		100.0							100.0						100.0			
C2 and C3	# 43	1		16	1		61	3.6	40.3	6.6	2.0	14.1	5.0				1		1	44.4%	65.0%	24.2%	
	% 70.5	1.6		26.2	1.6		100.0										100.0			100.0			
C4 and C5	# 52	1	7	66	4	8	138	3.7	40.7	6.2	3.0	NO	3.3	5	1		11	1	1	19	18.9%	YES	46.8%
	% 37.7	0.7	5.1	47.8	2.9	5.8	100.0							26.3	5.3		57.9	5.3	5.3	100.0			
C6, C7, C8, and C9	# 13	1		18	9	1	42	3.8	39.7	5.9	1.4	NO	NO		1		3	2	1	7	63.2%	YES	YES
	% 31.0	2.4		42.9	21.4	2.4	100.0								14.3		42.9	28.6	14.3	100.0			
E2	# 19	5		31	15	1	71	7.0	37.5	15.8	0.0	NO	NO	2	1		5		1	9	YES	YES	YES
	% 26.8	7.0		43.7	21.1	1.4	100.0							22.2	11.1		55.6		11.1	100.0			
E3	# 8	2	1	3	1		15	10.2	21.7	16.4	NO	1.7	9.7	1						1	YES	92.2%	40.9%
	% 53.3	13.3	6.7	20.0	6.7		100.0							100.0						100.0			
E4 and E7	# 24	4		2	1		31	14.7	4.5	2.3	1.8	NO	NO	3			1	1		5	87.8%	YES	YES
	% 77.4	12.9		6.5	3.2		100.0							60.0			20.0	20.0		100.0			
E5 and E6	# 2	2		26	17		47	1.0	61.3	23.7	NO	6.0	NO				6	1		7	YES	90.2%	YES
	% 4.3	4.3		55.3	36.2		100.0										85.7	14.3		100.0			
E8	# 6	28		1	23		58	38.0	8.7	11.7	NO	7.0	NO		6					6	YES	19.5%	YES
	% 10.3	48.3		1.7	39.7		100.0								100.0					100.0			

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

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

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

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

Level of Goal Attainment for 2013: 83.3 percent
Level of Goal Attainment for 2014: 80.1 percent
Level of Goal Attainment for 2015: 77.8 percent

Governor's School for Arts and Humanities

President: Dr. Cedric Adderley

EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 1	1		1			3	2.7	32.8	5.3	NO	NO	5.3 *		1					1				*
	% 33.3	33.3		33.3			100.0								100.0					100.0	YES	YES	0.0%	
E2	# 20	1		30	5	1	57	6.0	41.0	12.9	4.2	NO	4.1		1	1	3			5				
	% 35.1	1.8		52.6	8.8	1.8	100.0								20.0	20.0	60.0			100.0	30.0%	YES	68.2%	
E3, E4, E5, E6, E7, E8	# 9	3		7	2		21	8.5	24.1	10.7	NO	NO	1.2 *	2			1			3				*
	% 42.9	14.3		33.3	9.5		100.0							66.7			33.3			100.0	YES	YES	88.8%	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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 2013: 78.5 percent
 Level of Goal Attainment for 2014: 78.5 percent
 Level of Goal Attainment for 2015: 85.9 percent

Governor's School for Science and Mathematics

President: Dr. Murray W. Brockman

EEO Officer: Ernie L. Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2	# 11	5		9	6	1	32	5.5	36.6	10.9	NO	8.5	NO	1	2			1	1	5	20.0	40.0		
	% 34.4	15.6		28.1	18.8	3.1	100.0							20.0	40.0			20.0	20.0	100.0	YES	76.8%	YES	
C6	# 23	1	1	9	2	2	38	3.6	41.7	5.5	1.0	18.0	0.2	4			1			5	80.0			20.0
	% 60.5	2.6	2.6	23.7	5.3	5.3	100.0							80.0			20.0			100.0	72.2%	56.8%	96.4%	
E3, E5, and E6	# 3			5	2	1	11	8.6	28.9	15.6	8.6	NO	NO	2				1	1	4	50.0			
	% 27.3			45.5	18.2	9.1	100.0							50.0				25.0	25.0	100.0	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 2013: 89.1 percent
 Level of Goal Attainment for 2014: 94.5 percent
 Level of Goal Attainment for 2015: 87.8 percent

Health and Environmental Control, Department of

Agency Director: Catherine E. Heigel

EEO Officer: Quentin Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 103	5	7	92	18	4	229							1			7		1	9			
	% 45.0	2.2	3.1	40.2	7.9	1.7	100.0	2.9	30.0	4.2	0.7	NO	NO	11.1			77.8		11.1	100.0	75.9%	YES	YES
E2A	# 12	2	1	299	95	7	416							9			21	5	4	39			
	% 2.9	0.5	0.2	71.9	22.8	1.7	100.0	1.4	63.8	12.9	0.9	NO	NO	23.1			53.8	12.8	10.3	100.0	35.7%	YES	YES
E2B	# 241	24	4	227	64	5	565							2			12	3	2	19			
	% 42.7	4.2	0.7	40.2	11.3	0.9	100.0	2.1	21.9	1.7	NO	NO	NO	10.5			63.2	15.8	10.5	100.0	YES	YES	YES
E2C	# 215	32	1	373	199	18	838							54	5	4	105	31	14	213			
	% 25.7	3.8	0.1	44.5	23.7	2.1	100.0	3.1	40.4	17.5	NO	NO	NO	25.4	2.3	1.9	49.3	14.6	6.6	100.0	YES	YES	YES
E3	# 34	9	1	52	31	9	136							3			12	4	5	24			
	% 25.0	6.6	0.7	38.2	22.8	6.6	100.0	3.2	34.9	16.1	NO	NO	NO	12.5			50.0	16.7	20.8	100.0	YES	YES	YES
E5	# 4	3		95	76	2	180							2			6	10	1	19			
	% 2.2	1.7		52.8	42.2	1.1	100.0	1.5	61.6	18.4	NO	8.8	NO	10.5			31.6	52.6	5.3	100.0	YES	85.7%	YES
E6	# 4	3		220	173	29	429							2	2	2	28	19	11	64			
	% 0.9	0.7		51.3	40.3	6.8	100.0	2.7	59.9	14.8	2.0	8.6	NO	3.1	3.1	3.1	43.8	29.7	17.2	100.0	25.9%	85.6%	YES
E7 and E8	# 18	12	1	3	2	2	38										1	1		2			
	% 47.4	31.6	2.6	7.9	5.3	5.3	100.0	14.0	12.6	8.2	NO	4.7	2.9				50.0	50.0		100.0	YES	62.7%	64.6%
	#																						
	%																						

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 2013: 88.4 percent
 Level of Goal Attainment for 2014: 83.2 percent
 Level of Goal Attainment for 2015: 89.0 percent

Health and Human Services, Department of

Agency Director: Christian Soura

EEO Officer: Eugenia Howard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 21	9		38	25	2	95	5.5	25.8	6.3	NO	NO	NO	4			4	2		10			
	% 22.1	9.5		40.0	26.3	2.1	100.0							40.0			40.0	20.0		100.0	YES	YES	YES
E2A	# 9	3		49	45	1	107	5.2	35.5	18.5	2.4	NO	NO	2	1	1	6	5		15			
	% 8.4	2.8		45.8	42.1	0.9	100.0							13.3	6.7	6.7	40.0	33.3		100.0	53.8%	YES	YES
E2B	# 26	17	3	243	234	12	535	4.9	41.0	21.7	1.7	NO	NO	11	3		40	23	5	82			
	% 4.9	3.2	0.6	45.4	43.7	2.2	100.0							13.4	3.7		48.8	28.0	6.1	100.0	65.3%	YES	YES
E3	# 18	6	1	1	7	3	36	9.1	20.3	9.2	NO	17.5	NO	3	2		1	2		8			
	% 50.0	16.7	2.8	2.8	19.4	8.3	100.0							37.5	25.0		12.5	25.0		100.0	YES	13.8%	YES
E5	# 1	1	1	15	23	2	43	3.2	53.6	14.6	0.9	18.7	NO					2		2			
	% 2.3	2.3	2.3	34.9	53.5	4.7	100.0											100.0		100.0	71.9%*	65.1%	YES
E6	#	3		27	25		55	5.3	48.2	20.3	NO	NO	NO				1			1			
	%	5.5		49.1	45.5		100.0										100.0			100.0	YES	YES	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 89.7 percent
 Level of Goal Attainment for 2014: 87.2 percent
 Level of Goal Attainment for 2015: 87.2 percent

Commission on Higher Education

Agency Director: Mr. Gary Glenn

EEO Officer: Marian Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	# 1		# 1	# 1		# 4	4.4	35.8	12.4	NO	10.8	NO		100.0					100.0	YES	69.8%	YES
E2	# 1	# 1		# 10	# 9		# 21	5.0	29.6	11.2	0.2	NO	NO								96.0%	YES	YES
E3	#		# 1				# 1	6.0	41.3	18.7	6.0	41.3	18.7								0.0%	0.0%	0.0%
	#																						
	%	25.0	25.0		25.0	25.0	100.0								100.0					100.0			
	%	4.8	4.8		47.6	42.9	100.0																
	%			100.0			100.0																
	%																						
	%																						
	%																						
	%																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 83.8 percent
 Level of Goal Attainment for 2014: 100.0 percent
 Level of Goal Attainment for 2015: 94.3 percent

Housing Finance and Development Authority

Agency Director: Valarie Williams

EEO Officer: James Galluzzo

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14	1		6	1		22	3.1	31.2	5.2	NO	3.9	0.7	2			2			4	YES	87.5%	86.5%
	% 63.6	4.5		27.3	4.5		100.0							50.0			50.0			100.0			
E2	# 17	6	2	29	27	2	83	4.6	35.9	12.6	NO	1.0	NO	5			4	4	2	15	YES	97.2%	YES
	% 20.5	7.2	2.4	34.9	32.5	2.4	100.0							33.3			26.7	26.7	13.3	100.0			
E3 and E5	# 2			2	2		6	2.7	45.0	14.6	2.7	11.7	NO								0.0%	74.0%	YES
	% 33.3			33.3	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: Exempted
 Level of Goal Attainment for 2014: Exempted
 Level of Goal Attainment for 2015: 93.2 percent

Commission on Indigent Defense

Agency Director: Patton Adams

EEO Officer: Lisa Campbell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1			4	4.0	23.4	4.5	4.0	NO	4.5								0.0%	YES	0.0%
	% 75.0			25.0			100.0																
E2	# 21	1		7	3		32	5.2	25.5	5.1	2.1	3.6	NO	3			2	1		6	59.6%	85.9%	YES
	% 65.6	3.1		21.9	9.4		100.0							50.0			33.3	16.7		100.0			
E5 and E6	# 5			20	8		33	1.7	72.0	9.3	1.7	11.4	NO	2						2	0.0%	84.2%	YES
	% 15.2			60.6	24.2		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 81.5 percent
 Level of Goal Attainment for 2014: 74.4 percent
 Level of Goal Attainment for 2015: 88.3 percent

Department of Insurance

Agency Director: Raymond G. Farmer

EEO Officer: Patricia Butler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 13	3		3	3		22	3.3	27.7	6.4	NO	14.1	NO		1					1	YES	49.1%	YES
	% 59.1	13.6		13.6	13.6		100.0								100.0					100.0			
E2	# 16	8		10	16	1	51	4.5	32.2	10.8	NO	12.6	NO	1			1	1		3	YES	60.9%	YES
	% 31.4	15.7		19.6	31.4	2.0	100.0							33.3			33.3	33.3		100.0			
E3, E5 and E6	# 1		1	4	5	1	12	2.3	48.4	14.7	2.3	15.1	NO								0.0%	68.8%	YES
	% 8.3		8.3	33.3	41.7	8.3	100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 91.7 percent
 Level of Goal Attainment for 2014: 86.5 percent
 Level of Goal Attainment for 2015: 84.9 percent

John de la Howe School

Agency Director: Dr. Danny Webb

EEO Officer: Deborah Daniels

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	2		2	1		6	1.7	44.0	18.7	NO	10.7	2.0		1		1			2	YES	75.7%	89.3%
	% 16.7	33.3		33.3	16.7		100.0								50.0		50.0			100.0			
E2 and E3	# 10	6	2	12	24	1	55	1.9	46.8	24.2	NO	25.0	NO	2	1		8	15	1	27	YES	46.6%	YES
	% 18.2	10.9	3.6	21.8	43.6	1.8	100.0							7.4	3.7		29.6	55.6	3.7	100.0			
E5 and E6	# 1			2	5		8	1.0	53.5	23.8	NO	28.5	NO				2	2		4	YES	46.7%	YES
	% 12.5			25.0	62.5		100.0										50.0	50.0		100.0			
E7 and E8	# 6	3		1	4		14	23.6	8.9	18.8	2.2	1.8	NO	2	2			2		6	90.7%	79.8%	YES
	% 42.9	21.4		7.1	28.6		100.0							33.3	33.3			33.3		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 78.2 percent
 Level of Goal Attainment for 2014: 67.0 percent
 Level of Goal Attainment for 2015: 85.7 percent

Juvenile Justice, Department of

Agency Director: Sylvia Murray

EEO Officer: Michelle Gettys

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11	4		7	10		32	5.2	26.8	6.4	NO	4.9	NO	2	4		4	4		10	YES	81.7%	YES
	% 34.4	12.5		21.9	31.3		100.0							20.0	40.0			40.0		100.0			
E2	# 71	114	3	146	252	6	592	8.2	39.2	19.9	NO	14.5	NO	12	24	2	34	77	2	151	YES	63.0%	YES
	% 12.0	19.3	0.5	24.7	42.6	1.0	100.0							7.9	15.9	1.3	22.5	51.0	1.3	100.0			
E3	# 10	4		4	8	1	27	8.3	24.0	11.6	NO	9.2	NO		1			4	1	6	YES	61.7%	YES
	% 37.0	14.8		14.8	29.6	3.7	100.0								16.7			66.7	16.7	100.0			
E4	# 20	179	2	10	249		460	21.8	6.5	28.0	NO	4.3	NO	14	90	1	6	98	1	210	YES	33.8%	YES
	% 4.3	38.9	0.4	2.2	54.1		100.0							6.7	42.9	0.5	2.9	46.7	0.5	100.0			
E5	# 2	4		12	17	1	36	3.7	62.4	14.0	NO	29.1	NO				1	6	1	8	YES	53.4%	YES
	% 5.6	11.1		33.3	47.2	2.8	100.0										12.5	75.0	12.5	100.0			
E6	# 1	3		26	33	2	65	1.0	70.4	14.1	NO	30.4	NO				6	7	1	14	YES	56.8%	YES
	% 1.5	4.6		40.0	50.8	3.1	100.0										42.9	50.0	7.1	100.0			
E7	# 13	4					17	11.8	1.7	0.5	NO	1.7	0.5	2						2	YES	0.0%	0.0%
	% 76.5	23.5					100.0							100.0						100.0			
E8	# 7	5	1	1	26	3	43	17.9	12.0	15.6	6.3	9.7	NO	1		1		4	2	8	64.8%	19.2%	YES
	% 16.3	11.6	2.3	2.3	60.5	7.0	100.0							12.5		12.5		50.0	25.0	100.0			
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2013: 83.9 percent

Level of Goal Attainment for 2014: 82.3 percent

Level of Goal Attainment for 2015: 83.4 percent

Labor, Licensing and Regulation, Department of

Agency Director: Richele K. Taylor

EEO Officer: Farrar Stewart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	1		6	1		13										1	1		2			
	% 38.5	7.7		46.2	7.7		100.0	3.8	25.9	4.5	NO	NO	NO				50.0	50.0		100.0	YES	YES	YES
E2A	# 38	8		25	13		84							7	1		4	2		14			
	% 45.2	9.5		29.8	15.5		100.0	5.8	28.5	9.1	NO	NO	NO	50.0	7.1		28.6	14.3		100.0	YES	YES	YES
E2B	# 57	14	2	46	24	2	145							14	3	1	15	11		44			
	% 39.3	9.7	1.4	31.7	16.6	1.4	100.0	4.5	30.4	10.2	NO	NO	NO	31.8	6.8	2.3	34.1	25.0		100.0	YES	YES	YES
E3	# 11	1	1	3	2	1	19										2	1		3			
	% 57.9	5.3	5.3	15.8	10.5	5.3	100.0	5.9	20.1	6.7	0.6	4.3	NO				66.7	33.3		100.0	89.8%*	78.6%*	YES
E5	# 1	5		37	31	4	78										2	5	4	11			
	% 1.3	6.4		47.4	39.7	5.1	100.0	7.2	39.6	24.6	0.8	NO	NO		18.2		45.5	36.4		100.0	88.9%*	YES	YES
E6	# 1			3	2		6													1			
	% 16.7			50.0	33.3		100.0	8.1	50.3	19.3	8.1	0.3	NO							100.0	0.0%*	99.4%*	YES
E7 and E8	# 3	1					4																
	% 75.0	25.0					100.0	26.0	3.3	0.5	1.0	3.3	0.5								96.2%*	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 2013: 81.0 percent
 Level of Goal Attainment for 2014: 88.8 percent
 Level of Goal Attainment for 2015: 97.4 percent

Lander University

President: Dr. Richard E. Cosentino

EEO Officer: Jeannie McCallum

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability								
																								WM	BM	OM	WF	BF	OF
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
C1 and E1	#	16			12			28	3.0	23.2	3.8	3.0	NO	3.8	4							4	0.0%	*	YES	0.0%			
	%	57.1			42.9			100.0							100.0							100.0							
C2 and C3	#	21		2	15		1	39	3.4	36.6	6.8	3.4	NO	6.8	7				3			10	0.0%	*	YES	0.0%			
	%	53.8		5.1	38.5		2.6	100.0							70.0				30.0			100.0							
C4 and C8	#	17		2	15		1	35	2.6	34.5	3.8	2.6	NO	0.9	5				2			7	0.0%	*	YES	76.3%	*		
	%	48.6		5.7	42.9		2.9	100.0							71.4				28.6			100.0							
C5	#	16		1	13		1	4	2.5	33.5	3.2	2.5	NO	0.3	4			1	4		1	10	0.0%	*	YES	90.6%	*		
	%	45.7		2.9	37.1		2.9	11.4	100.0						40.0			10.0	40.0		10.0	100.0							
C6, C7 and C9	#	20	1	1	29		3	54	4.1	32.0	3.3	2.2	NO	NO	8	1			7			16	46.3%	*	YES	YES			
	%	37.0	1.9	1.9	53.7		5.6	100.0							50.0	6.3			43.8			100.0							
E2	#	14	3		39		5	61	5.7	38.7	16.2	0.8	NO	8.0									86.0%	*	YES	50.6%			
	%	23.0	4.9		63.9		8.2	100.0																					
E3 and E4	#	17	2		4			23	10.1	15.0	5.8	8.2	0.1	5.8	6	1			5	2		14	86.1%	*	YES	0.0%			
	%	73.9	8.7		17.4			100.0							42.9	7.1			35.7	14.3		100.0							
E5 and E6	#	8	2		43		4	1	58	5.0	46.4	19.1	NO	NO	4	2			13	1	1	21	68.0%	*	YES	36.1%			
	%	13.8	3.4		74.1		6.9	1.7	100.0						19.0	9.5			61.9	4.8	4.8	100.0							
E7	#	29	2		1			32	13.9	4.2	1.6	7.6	1.1	1.6	4	1						5	45.3%	*	73.8%	0.0%	*		
	%	90.6	6.3		3.1			100.0							80.0	20.0						100.0							
E8	#	13	7		4	10	1	35	23.1	7.5	16.0	3.1	NO	NO	3				1	3		7	86.6%	*	YES	YES			
	%	37.1	20.0		11.4	28.6	2.9	100.0							42.9				14.3	42.9		100.0							

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

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

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

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

Level of Goal Attainment for 2013: 63.8 percent
 Level of Goal Attainment for 2014: 65.8 percent
 Level of Goal Attainment for 2015: 71.1 percent

Law Enforcement Division, State

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	1	1	2			12				2.4	3.4	7.5								77.6%	83.1%	0.0%
	% 66.7	8.3	8.3	16.7			100.0	10.7	20.1	7.5													
E2A	# 45	7	1	87	19	7	166	9.3	22.8	9.3	5.1	NO	NO	10			7	1	2	20	45.2%	YES	YES
	% 27.1	4.2	0.6	52.4	11.4	4.2	100.0							50.0			35.0	5.0	10.0	100.0			
E2B	# 100	19	3	17	3		142	11.6	18.6	7.0	NO	6.6	4.9	5	1					6	YES	64.5%	30.0%
	% 70.4	13.4	2.1	12.0	2.1		100.0							83.3	16.7					100.0			
E3	#	3	12	19	12	4	50	10.4	22.4	9.7	4.4	NO	NO	4			7	3	1	15	57.7%	YES	YES
	%	6.0	24.0	38.0	24.0	8.0	100.0							26.7			46.7	20.0	6.7	100.0			
E4	# 99	19	3	44	9	1	175	11.5	16.3	8.0	0.6	NO	2.9	20	5	1	10	4		40	94.8%	YES	63.8%
	% 56.6	10.9	1.7	25.1	5.1	0.6	100.0							50.0	12.5	2.5	25.0	10.0		100.0			
E5	# 1	2		19	9		31	10.9	21.7	10.5	4.4	NO	NO		1		8	1		10	59.6%	YES	YES
	% 3.2	6.5		61.3	29.0		100.0								10.0		80.0	10.0		100.0			
E6	# 4	3		16	8	1	32	16.6	19.3	5.8	7.2	NO	NO	4	2		11	4	1	22	56.6%	YES	YES
	% 12.5	9.4		50.0	25.0	3.1	100.0							18.2	9.1		50.0	18.2	4.5	100.0			
E7 and E8	# 4	1	1		1		7	15.3	13.0	2.6	1.0	13.0	NO	1						1	93.5%	0.0%	YES
	% 57.1	14.3	14.3		14.3		100.0							100.0						100.0			

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

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

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

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

Level of Goal Attainment for 2013: 79.8 percent
Level of Goal Attainment for 2014: 80.2 percent
Level of Goal Attainment for 2015: 83.0 percent

South Carolina State Library

Agency Director: Leesa Aiken

EEO Officer: Jessica Cornish

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 4	2		18	2		26	3.8	49.3	12.4	NO	NO	4.7	2			3			5	YES	YES	62.1%
	% 15.4	7.7		69.2	7.7		100.0							40.0			60.0			100.0			
E3 and E5	# 4			4	1		9	4.8	53.9	21.9	4.8	9.5	10.8	2			1		1	4	0.0%	82.4%	50.7%
	% 44.4			44.4	11.1		100.0							50.0			25.0		25.0	100.0			
E6	# 2			1			3	18.9	35.2	18.1	18.9	35.2	NO								0.0%	0.0%	YES
	% 66.7			33.3			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 95.9 percent
 Level of Goal Attainment for 2014: 99.3 percent
 Level of Goal Attainment for 2015: 70.7 percent

Lieutenant Governor's Office

Agency Director: Henry McMaster

EEO Officer: Jessica Lovelace

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	# 1		# 6	# 5		# 16	5.3	25.8	6.2	NO	NO	NO								YES	YES	YES
	% 25.0	% 6.3		% 37.5	% 31.3		% 100.0																
E2	# 5	# 2		# 8	# 8	# 1	# 24	4.0	39.0	12.3	NO	5.7	NO								YES	85.4%	YES
	% 20.8	% 8.3		% 33.3	% 33.3	% 4.2	% 100.0																
E5	# 1						# 1	1.9	65.6	19.7	1.9	65.6	19.7								0.0%	0.0%	0.0%
	% 100.0						% 100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2013: 100.0 percent
 Level of Goal Attainment for 2014: 100.0 percent
 Level of Goal Attainment for 2015: 97.6 percent

Medical University Hospital Authority (Page 1 of 3)

President: Dr. Dave J. Cole
EEO Officer: Wallace Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E101	# 13	1		9	1		24							1	1		1			3			
	% 54.2	4.2		37.5	4.2		100.0	2.3	36.5	1.8	NO	NO	NO	33.3	33.3		33.3			100.0	YES	YES	YES
E102	# 11	1	1	27		1	41							2			6	1		9			
	% 26.8	2.4	2.4	65.9		2.4	100.0	2.3	36.7	3.0	NO	NO	3.0	22.2			66.7	11.1		100.0	YES	YES	0.0%
E204	# 33		2	45	8	2	90							9	1	2	20	1	2	35			
	% 36.7		2.2	50.0	8.9	2.2	100.0	3.3	37.4	8.6	3.3	NO	NO	25.7	2.9	5.7	57.1	2.9	5.7	100.0	0.0%	YES	YES
E206	# 144	14	10	223	54	16	461							21	1	2	38	7	4	73			
	% 31.2	3.0	2.2	48.4	11.7	3.5	100.0	6.8	29.1	9.2	3.8	NO	NO	28.8	1.4	2.7	52.1	9.6	5.5	100.0	44.1%	YES	YES
E208	# 9	1		91	7	2	110							5			20		2	27			*
	% 8.2	0.9		82.7	6.4	1.8	100.0	0.7	64.3	7.0	NO	NO	0.6	18.5			74.1		7.4	100.0	YES	YES	91.4%
E209	# 9	1		13			23							1			3			4			
	% 39.1	4.3		56.5			100.0	1.7	48.0	6.2	NO	NO	6.2	25.0			75.0			100.0	YES	YES	0.0%
E215	# 9	3	1	37	10	2	62							4	1		6	6	1	18			
	% 14.5	4.8	1.6	59.7	16.1	3.2	100.0	6.6	37.3	19.9	1.8	NO	3.8	22.2	5.6		33.3	33.3	5.6	100.0	72.7%	YES	80.9%
E224	# 26	1	2	80	22	6	137							5		1	3	1		10			*
	% 19.0	0.7	1.5	58.4	16.1	4.4	100.0	2.7	45.7	16.2	2.0	NO	0.1	50.0		10.0	30.0	10.0		100.0	25.9%	YES	99.4%
E223	# 48	1	3	86	3	9	150							9		1	15		4	29			
	% 32.0	0.7	2.0	57.3	2.0	6.0	100.0	1.4	38.5	3.9	0.7	NO	1.9	31.0		3.4	51.7		13.8	100.0	50.0%	YES	51.3%

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

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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 2013: 86.9 percent
Level of Goal Attainment for 2014: 84.4 percent
Level of Goal Attainment for 2015: 82.1 percent

Medical University Hospital Authority (Page 2 of 3)

President: Dr. David J. Cole
EEO Officer: Wallace Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E225	# 21	3	2	37	4	1	68							7			1	1		9			
	% 30.9	4.4	2.9	54.4	5.9	1.5	100.0	3.6	44.5	4.3	NO	NO	NO	77.8			11.1	11.1		100.0	YES	YES	YES
E226	# 51	1	1	166	9	3	231							10			33	1	1	45			
	% 22.1	0.4	0.4	71.9	3.9	1.3	100.0	2.9	50.2	10.9	2.5	NO	7.0	22.2			73.3	2.2	2.2	100.0	13.8%	YES	35.8%
E227	# 155	8	24	1754	171	130	2242							55	1	4	496	46	34	636			
	% 6.9	0.4	1.1	78.2	7.6	5.8	100.0	0.8	65.5	10.7	0.4	NO	3.1	8.6	0.2	0.6	78.0	7.2	5.3	100.0	50.0%	YES	71.0%
E228	# 20			96	1	4	121							1			10	2	2	15			
	% 16.5			79.3	0.8	3.3	100.0	0.4	62.1	4.6	0.4	NO	3.8	6.7			66.7	13.3	13.3	100.0	0.0%	YES	17.4%
E330	# 33	7	2	18	5	3	68							8	1	1	3	2	1	16			
	% 48.5	10.3	2.9	26.5	7.4	4.4	100.0	8.5	17.4	6.9	NO	NO	NO	50.0	6.3	6.3	18.8	12.5	6.3	100.0	YES	YES	YES
E331	# 7	1		28	15	5	56							1			3	2		6			
	% 12.5	1.8		50.0	26.8	8.9	100.0	1.7	49.1	23.5	NO	NO	NO	16.7			50.0	33.3		100.0	YES	YES	YES
E333	# 104	23	52	294	380	39	892							31	17	7	104	107	21	287			
	% 11.7	2.6	5.8	33.0	42.6	4.4	100.0	7.1	19.6	43.9	4.5	NO	1.3	10.8	5.9	2.4	36.2	37.3	7.3	100.0	36.6%	YES	97.0%
E334	# 60	10	7	109	19	7	212							12			18	1		31			
	% 28.3	4.7	3.3	51.4	9.0	3.3	100.0	3.7	52.5	9.2	NO	1.1	0.2	38.7			58.1	3.2		100.0	YES	97.9%	97.8%
E447	# 18	29	2	3	5		57							5	2	1	3		1	12			
	% 31.6	50.9	3.5	5.3	8.8		100.0	20.6	12.0	18.5	NO	6.7	9.7	41.7	16.7	8.3	25.0		8.3	100.0	YES	44.2%	47.6%

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

Level of Goal Attainment for 2013: 86.9 percent
Level of Goal Attainment for 2014: 84.4 percent
Level of Goal Attainment for 2015: 82.1 percent

Medical University Hospital Authority (Page 3 of 3)

President: Dr. David J. Cole
EEO Officer: Wallace Bonaponte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E550	# 7	1		32	25	5	70	0.3	45.7	34.9	NO	0.0	NO	2			7	4	1	14			
	% 10.0	1.4		45.7	35.7	7.1	100.0							14.3			50.0	28.6	7.1	100.0	YES	YES	YES
E551	# 41	12	2	99	34	5	193	4.1	35.2	29.8	NO	NO	12.2	9	3		45	11	2	70			
	% 21.2	6.2	1.0	51.3	17.6	2.6	100.0							12.9	4.3		64.3	15.7	2.9	100.0	YES	YES	59.1%
E552	# 16	12	1	23	35	2	89	12.1	32.6	35.7	NO	6.8	NO	4	6		9	11	3	33			
	% 18.0	13.5	1.1	25.8	39.3	2.2	100.0							12.1	18.2		27.3	33.3	9.1	100.0	YES	79.1%	YES
E660	# 53	27	7	238	404	37	766	3.6	45.1	26.2	0.1	14.0	NO	13	13	4	99	85	9	223			
	% 6.9	3.5	0.9	31.1	52.7	4.8	100.0							5.8	5.8	1.8	44.4	38.1	4.0	100.0	97.2%	69.0%	YES
E772	# 67	29	4	1	3	1	105	12.7	2.3	0.7	NO	1.3	NO	13	1	2		1	1	18			
	% 63.8	27.6	3.8	1.0	2.9	1.0	100.0							72.2	5.6	11.1		5.6	5.6	100.0	YES	43.5%	YES
E880	# 20	28	3	12	54	3	120	18.5	18.3	19.4	NO	8.3	NO	5	8		3	7	1	24			
	% 16.7	23.3	2.5	10.0	45.0	2.5	100.0							20.8	33.3		12.5	29.2	4.2	100.0	YES	54.6%	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
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*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2013: 86.9 percent
Level of Goal Attainment for 2014: 84.4 percent
Level of Goal Attainment for 2015: 82.1 percent

Medical University of South Carolina (Page 1 of 3)

President: Dr. David J. Cole
EEO Officer: Wallace Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 1			3			4				2.9	38.9	5.9								0.0%	YES	0.0%
	% 25.0			75.0			100.0				2.9	NO	5.9										
C2	# 21		4	5		1	31				2.2	25.1	3.0			1	1			2	0.0%	64.1%	0.0%
	% 67.7		12.9	16.1		3.2	100.0				2.2	9.0	3.0			50.0	50.0			100.0			
C3	# 207	4	24	76	3	10	324				1.9	25.0	2.5	10			9		3	22			
	% 63.9	1.2	7.4	23.5	0.9	3.1	100.0				1.9	25.0	2.5	45.5			40.9		13.6	100.0	63.2%	94.0%	36.0%
C4	# 146	3	30	114	5	24	322				2.0	25.3	2.4	21	1	4	20	1	6	53			
	% 45.3	0.9	9.3	35.4	1.6	7.5	100.0				2.0	25.3	2.4	39.6	1.9	7.5	37.7	1.9	11.3	100.0	45.0%	YES	66.7%
C5	# 247	13	77	222	17	56	632				2.0	24.6	2.3	32	1	9	30	5	6	83			
	% 39.1	2.1	12.2	35.1	2.7	8.9	100.0				2.0	24.6	2.3	38.6	1.2	10.8	36.1	6.0	7.2	100.0	YES	YES	YES
C6	# 53	1	15	121	8	22	220				2.0	32.2	3.6	16			19	3	4	42			
	% 24.1	0.5	6.8	55.0	3.6	10.0	100.0				2.0	32.2	3.6	38.1			45.2	7.1	9.5	100.0	25.0%	YES	YES
C8	# 7		3	15	3		28				3.2	26.8	2.5				5	2		7			
	% 25.0		10.7	53.6	10.7		100.0				3.2	26.8	2.5				71.4	28.6		100.0	0.0%	YES	YES
E1A	# 17			20	2		39				3.3	35.5	4.4	2			1			3			
	% 43.6			51.3	5.1		100.0				3.3	35.5	4.4	66.7			33.3			100.0	0.0%	YES	YES
E1B	# 30	3	1	84	11	3	132				2.7	35.7	7.2	3	1		7		1	12			
	% 22.7	2.3	0.8	63.6	8.3	2.3	100.0				2.7	35.7	7.2	25.0	8.3		58.3		8.3	100.0	85.2%	YES	YES

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Level of Goal Attainment for 2013: 79.9 percent
Level of Goal Attainment for 2014: 77.6 percent
Level of Goal Attainment for 2015: 82.7 percent

Medical University of South Carolina (Page 2 of 3)

President: Dr. David J. Cole
EEO Officer: Wallace Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2A	# 83	10	15	283	50	20	461	2.7	46.3	12.2	0.5	NO	1.4	19	1	1	49	6		76			
	% 18.0	2.2	3.3	61.4	10.8	4.3	100.0							25.0	1.3	1.3	64.5	7.9		100.0	81.5%	YES	88.5%
E2B	# 1		2	57	1	5	66	3.3	45.4	13.1	3.3	NO	11.6	1		1	11			13			
	% 1.5		3.0	86.4	1.5	7.6	100.0							7.7		7.7	84.6			100.0	0.0%	YES	11.5%
E2C	# 14	6	1	89	31	11	152	3.9	43.3	17.1	0.0	NO	NO	6	1		25	4	1	37			
	% 9.2	3.9	0.7	58.6	20.4	7.2	100.0							16.2	2.7		67.6	10.8	2.7	100.0	YES	YES	YES
E2D	# 26	5	3	10	6		50	6.1	48.4	13.3	NO	28.4	1.3	4	1					7			
	% 52.0	10.0	6.0	20.0	12.0		100.0							57.1	14.3					100.0	YES	41.3%	90.2%*
E2E & E2F	# 4	1		3			8	3.8	39.0	6.5	NO	1.5	6.5								YES	96.2%*	0.0%*
	% 50.0	12.5		37.5			100.0																
E2G	# 5	1	1	24	5	1	37	3.0	43.6	5.9	0.3	NO	NO	1			13	2		16			
	% 13.5	2.7	2.7	64.9	13.5	2.7	100.0							6.3			81.3	12.5		100.0	90.0%*	YES	YES
E3A	# 20	3	2	15	6	8	54	3.3	35.8	3.2	NO	8.0	NO	8		1	5	1	2	17			
	% 37.0	5.6	3.7	27.8	11.1	14.8	100.0							47.1		5.9	29.4	5.9	11.8	100.0	YES	77.7%	YES
E3B	# 5	3		5			13	3.4	35.3	3.3	NO	NO	3.3				2			2			
	% 38.5	23.1		38.5			100.0										100.0			100.0	YES	YES	0.0%*
E3C	# 3	10	5	12	3		33	16.7	27.2	4.3	NO	NO	NO	2	2	1	6	1		12			
	% 9.1	30.3	15.2	36.4	9.1		100.0							16.7	16.7	8.3	50.0	8.3		100.0	YES	YES	YES

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Level of Goal Attainment for 2013: 79.9 percent
Level of Goal Attainment for 2014: 77.6 percent
Level of Goal Attainment for 2015: 82.7 percent

Medical University of South Carolina (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3D	# 1			9	4	1	15																
	% 6.7			60.0	26.7	6.7	100.0	3.7	26.0	2.6	3.7	NO	NO								0.0%	YES	YES
E3E	# 5	2	2	30	3	3	45	12.2	29.5	5.2	7.8	NO	NO	1			9			10	36.1%	YES	YES
	% 11.1	4.4	4.4	66.7	6.7	6.7	100.0							10.0			90.0			100.0			
E3F	# 9	1	3	19	1	2	35	2.9	37.8	2.5	0.0	NO	NO	3			2			5	YES	YES	YES
	% 25.7	2.9	8.6	54.3	2.9	5.7	100.0							60.0			40.0			100.0			
E4A	# 45	10	2	7	4	2	70	2.9	10.7	4.3	NO	0.7	NO	13	2		2	3		20	YES	93.5%	YES
	% 64.3	14.3	2.9	10.0	5.7	2.9	100.0							65.0	10.0		10.0	15.0		100.0			
E5A	# 1			17	10	1	29	0.3	66.0	12.0	NO	7.4	NO				5	3	1	9	YES	88.8%	YES
	% 3.4			58.6	34.5	3.4	100.0										55.6	33.3	11.1	100.0			
E6A	# 15	7	2	148	74	9	255	8.7	45.0	21.2	6.0	NO	NO	3	2		33	9	1	48	31.0%	YES	YES
	% 5.9	2.7	0.8	58.0	29.0	3.5	100.0							6.3	4.2		68.8	18.8	2.1	100.0			
E6B	# 1	3			7	2	13	8.0	45.3	21.2	NO	45.3	NO								YES	0.0%	YES
	% 7.7	23.1			53.8	15.4	100.0																
E7A	# 63	35	6		6		110	21.6	5.4	0.3	NO	5.4	NO	6	1	1				8	YES	0.0%	YES
	% 57.3	31.8	5.5		5.5		100.0							75.0	12.5	12.5				100.0			
E8A	# 5	7	1	1	20	1	35	24.9	14.5	27.4	4.9	11.6	NO				1			1	80.3%	20.0%	YES
	% 14.3	20.0	2.9	2.9	57.1	2.9	100.0										100.0			100.0			
E8B	# 6	6	5		14	1	32.0	23.0	13.9	29.8	4.2	13.9	NO	1	1			1		5	81.7%	0.0%	YES
	% 18.8	18.8	15.6		43.8	3.1	100.0							20.0	20.0			20.0		100.0			

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

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Level of Goal Attainment for 2013: 79.9 percent
 Level of Goal Attainment for 2014: 77.6 percent
 Level of Goal Attainment for 2015: 82.7 percent

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

Agency Director: John H. Magill
EEO Officer: Zina Hampton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1A	#	1			3		4				*										*			
	%	25.0			75.0		100.0	3.9	35.6	8.2	3.9	35.6	NO								0.0%	0.0%	YES	
E1B	#	47	10	1	67	28	5	158	7.9	27.6	8.0	1.6	NO	NO	8	1	2	17	1	29				
	%	29.7	6.3	0.6	42.4	17.7	3.2	100.0							27.6	3.4	6.9	58.6	3.4	100.0	79.7%	YES	YES	
E2A	#	55	12	8	163	102	14	354	2.5	47.2	14.7	NO	1.2	NO	8			51	18	3	80			
	%	15.5	3.4	2.3	46.0	28.8	4.0	100.0							10.0			63.8	22.5	3.8	100.0	YES	97.5%	YES
E2B	#	136	141	4	491	530	22	1324	13.9	28.7	32.5	3.3	NO	NO	27	35	2	169	197	11	441			
	%	10.3	10.6	0.3	37.1	40.0	1.7	100.0							6.1	7.9	0.5	38.3	44.7	2.5	100.0	76.3%	YES	YES
E2C	#	75	39	6	218	152	7	497	6.4	36.3	17.8	NO	NO	NO	24	23	3	55	48	2	155			
	%	15.1	7.8	1.2	43.9	30.6	1.4	100.0							15.5	14.8	1.9	35.5	31.0	1.3	100.0	YES	YES	YES
E3A	#	3	1	1	18	26	2	51	4.7	47.1	34.9				2			6	5	13				
	%	5.9	2.0	2.0	35.3	51.0	3.9	100.0				2.7	11.8	NO				46.2	38.5		100.0	42.6%	74.9%	YES
E3B	#	16	5	1	19	14	1	56	6.8	18.4	17.8	NO	NO	NO	2	2		1	3	8				
	%	28.6	8.9	1.8	33.9	25.0	1.8	100.0							25.0	25.0		12.5	37.5		100.0	YES	YES	YES
E4A	#	24	46	2	2	21	2	97	23.8	9.9	10.4	NO	7.8	NO	16	37	3	2	12	2	72			
	%	24.7	47.4	2.1	2.1	21.6	2.1	100.0							22.2	51.4	4.2	2.8	16.7	2.8	100.0	YES	21.2%	YES
E5A	#	29	85	5	37	272	2	430	5.6	17.4	61.0	NO	8.8	NO	16	37	1	22	88	1	165			
	%	6.7	19.8	1.2	8.6	63.3	0.5	100.0							9.7	22.4	0.6	13.3	53.3	0.6	100.0	YES	49.4%	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 2013: 84.3 percent
Level of Goal Attainment for 2014: 83.3 percent
Level of Goal Attainment for 2015: 85.6 percent

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

Agency Director: John H. Magill
EEO Officer: Zina Hampton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5B	# 24	56	3	118	244	7	452	7.2	47.1	24.2	NO	21.0	NO	8	15	2	24	67	1	117	YES	55.4%	YES
	% 5.3	12.4	0.7	26.1	54.0	1.5	100.0							6.8	12.8	1.7	20.5	57.3	0.9	100.0			
E6A	# 1	7	1	113	140	5	267	0.4	58.1	27.8	NO	15.8	NO		2		29	36	2	69	YES	72.8%	YES
	% 0.4	2.6	0.4	42.3	52.4	1.9	100.0							2.9			42.0	52.2	2.9	100.0			
E6B	# 1	2		25	36	1	65	1.5	52.1	27.6	NO	13.6	NO		1		3	4	1	9	YES	73.9%	YES
	% 1.5	3.1		38.5	55.4	1.5	100.0							11.1			33.3	44.4	11.1	100.0			
E7A and E7B	# 60	24	4	2			90	21.2	1.8	2.0	NO	NO	2.0	4	2	2		1		9	YES	YES	0.0%
	% 66.7	26.7	4.4	2.2			100.0							44.4	22.2	22.2		11.1		100.0			
E8A, B, and C	# 31	85	3	23	93	2	237	23.6	14.3	15.9	NO	4.6	NO	7	18	1	5	18		49	YES	67.8%	YES
	% 13.1	35.9	1.3	9.7	39.2	0.8	100.0							14.3	36.7	2.0	10.2	36.7		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 83.3 percent
Level of Goal Attainment for 2014: 83.5 percent
Level of Goal Attainment for 2015: 85.6 percent

Motor Vehicles, Department of

Agency Director: Kevin A. Shwedo

EEO Officer: Devon R. Mosesel

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 16	1		5	3	1	26							4			1			5			
	% 61.5	3.8		19.2	11.5	3.8	100.0	5.2	22.9	5.4	1.4	3.7	NO	80.0			20.0			100.0	73.1%	83.8%	YES
E2	# 47	17	2	97	67	2	232	3.4	40.6	31.9	NO	NO	3.0	6	4	1	10	8		29	YES	YES	90.6%
	% 20.3	7.3	0.9	41.8	28.9	0.9	100.0							20.7	13.8	3.4	34.5	27.6		100.0			
E3	# 11	3		6	3		23	7.3	28.8	10.8	NO	2.7	NO	1			1			2	YES	90.6%	YES
	% 47.8	13.0		26.1	13.0		100.0							50.0			50.0			100.0			
E5	# 11	6	2	75	63	2	159	3.3	37.1	40.4	NO	NO	0.8	2	2		11	8		23	YES	YES	98.0%
	% 6.9	3.8	1.3	47.2	39.6	1.3	100.0							8.7	8.7		47.8	34.8		100.0			
E6	# 38	29	12	302	367	7	755	4.8	38.2	20.4	1.0	NO	NO	10	16		68	74	4	172	79.2%	YES	YES
	% 5.0	3.8	1.6	40.0	48.6	0.9	100.0							5.8	9.3		39.5	43.0	2.3	100.0			
E7	# 7						7	10.2	3.2	0.9	10.2	3.2	0.9	4						4	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
E8	# 1	3					4	25.8	13.9	14.8	NO	13.9	14.8								YES	0.0%	0.0%
	% 25.0	75.0					100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 92.9 percent
 Level of Goal Attainment for 2014: 89.0 percent
 Level of Goal Attainment for 2015: 94.7 percent

Museum, State

Agency Director: William P. Calloway

EEO Officer: Bonnibel Moffat

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2			6	3.2	29.5	5.4	3.2	NO	5.4								0.0%	YES	0.0%
E2 and E3	# 7			5		2	14	7.1	23.4	4.9	7.1	NO	4.9				1			1	0.0%	YES	0.0%
E4, E7, and E8	# 3	1		4	1		9	13.2	31.5	12.2	2.1	NO	1.1	1						1	84.1%	YES	91.0%
	% 66.7			33.3			100.0																
	% 50.0			35.7		14.3	100.0										100.0			100.0			
	% 33.3	11.1		44.4	11.1		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 91.1 percent
 Level of Goal Attainment for 2014: 81.4 percent
 Level of Goal Attainment for 2015: 95.0 percent

Natural Resources, Department of

Agency Director: Alvin Taylor

EEO Officer: Terri McGee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 22	1		7	3		33																
	% 66.7	3.0		21.2	9.1		100.0	4.9	25.6	5.8	1.9	4.4	NO		100.0					100.0	61.2%	82.8%	YES
E2A	# 21	3		46	12	1	83							5			4	1	1	11			
	% 25.3	3.6		55.4	14.5	1.2	100.0	5.1	40.4	14.5	1.5	NO	0.0	45.5			36.4	9.1	9.1	100.0	70.6%	YES	YES
E2B	# 101	6		27	2		136							20			4	1		25			
	% 74.3	4.4		19.9	1.5		100.0	4.3	31.2	2.3	NO	11.3	0.8	80.0			16.0	4.0		100.0	YES	63.8%	65.2%
E3	# 100	5	3	12	4	1	125							22		1				23			
	% 80.0	4.0	2.4	9.6	3.2	0.8	100.0	19.0	12.4	3.2	15.0	2.8	0.0	95.7		4.3				100.0	21.1%	77.4%	YES
E4A	# 169	11		9			189							22	1		1			24			
	% 89.4	5.8		4.8			100.0	10.2	0.8	4.3	4.4	NO	4.3	91.7	4.2		4.2			100.0	56.9%	YES	0.0%
E4B	# 50	4		5	2		61							3			1			4			
	% 82.0	6.6		8.2	3.3		100.0	5.1	3.7	0.5	NO	NO	NO	75.0			25.0			100.0	YES	YES	YES
E6	# 3	1		22	15	1	42										4	5		9			
	% 7.1	2.4		52.4	35.7	2.4	100.0	6.9	43.6	20.8	4.5	NO	NO				44.4	55.6		100.0	34.8%	YES	YES
E7	# 10	6		1	2		19							1	1					2			
	% 52.6	31.6		5.3	10.5		100.0	13.4	9.4	12.3	NO	4.1	1.8	50.0	50.0					100.0	YES	56.4%	85.4%
	#																						
	%																						

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 2013: 86.3 percent
 Level of Goal Attainment for 2014: 83.7 percent
 Level of Goal Attainment for 2015: 78.2 percent

SC Department of Parks, Recreation and Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary E. Teague

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3	1		8	4.2	30.8	8.8	4.2	NO	NO								0.0%	YES	YES
	% 50.0			37.5	12.5		100.0																
E2	# 27			24	5	1	57	3.5	34.3	5.8	3.5	NO	NO	4			3	2		9	0.0%	YES	YES
	% 47.4			42.1	8.8	1.8	100.0							44.4			33.3	22.2		100.0			
E2A, B, C and D	# 103	6		15	1		125	4.4	25.2	5.9	NO	13.2	5.1	27	1	1	3			32	YES	47.6%	13.6%
	% 82.4	4.8		12.0	0.8		100.0							84.4	3.1	3.1	9.4			100.0			
E3 and E4	#		1	1			2	6.1	15.9	6.0	6.1	NO	6.0								0.0%	YES	0.0%
	%		50.0	50.0			100.0																
E5 and E5A	# 13	3		45	15		76	4.2	47.5	8.6	0.3	NO	NO	2			9		1	12	92.9%	YES	YES
	% 17.1	3.9		59.2	19.7		100.0							16.7			75.0		8.3	100.0			
E6	# 4			4	1		9	6.1	44.8	21.4	6.1	0.4	10.3	1			2			3	0.0%	99.1%	51.9%
	% 44.4			44.4	11.1		100.0							33.3			66.7			100.0			
E7	# 31	3	1	2	1		38	15.5	4.3	2.4	7.6	NO	NO	2						2	51.0%	YES	YES
	% 81.6	7.9	2.6	5.3	2.6		100.0							100.0						100.0			
E8	# 30	11		2	1		44	19.2	3.7	3.2	NO	NO	0.9	15	3					18	YES	YES	71.9%
	% 68.2	25.0		4.5	2.3		100.0							83.3	16.7					100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 63.9 percent
 Level of Goal Attainment for 2014: 65.0 percent
 Level of Goal Attainment for 2015: 81.4 percent

Patriot's Point

Agency Director: Robert Burdette

EEO Officer: Sylvia Wasden

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 14	1		9			24	3.2	32.2	6.0	NO	NO	6.0				1			1	YES	YES	0.0%
	% 58.3	4.2		37.5			100.0										100.0			100.0			
E3, E5, and E6	# 2			8			10	7.2	32.8	11.3	7.2	NO	11.3	1						1	0.0%	YES	0.0%
	% 20.0			80.0			100.0							100.0						100.0			
E4	# 3	2		2	3		10	9.7	7.7	5.8	NO	NO	NO	2			1			3	YES	YES	YES
	% 30.0	20.0		20.0	30.0		100.0							66.7			33.3			100.0			
E7	# 20	10					30	17.5	3.9	3.1	NO	3.9	3.1	3	1					4	YES	0.0%	0.0%
	% 66.7	33.3					100.0							75.0	25.0					100.0			
E8	#	3		1	4		8	19.5	2.2	1.3	NO	NO	NO								YES	YES	YES
	%	37.5		12.5	50.0		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 65.6 percent
 Level of Goal Attainment for 2014: 66.7 percent
 Level of Goal Attainment for 2015: 76.9 percent

South Carolina State Ports Authority

Agency Director: James Newsome

EEO Officer: James Young

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2015							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							% OF Goals Met Based on Adjusted Availability			
																								WM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	%	%	
E1	#	16			3			19	2.2	18.7	1.4	2.2	2.9	1.4	1			2			3	0.0%	84.5%	0.0%
	%	84.2			15.8			100.0							33.3			66.7			100.0			
E2A	#	30	5	1	9	2	1	48	4.5	29.5	4.4	NO	10.7	0.2	5	1					6	YES	63.7%	95.5%
	%	62.5	10.4	2.1	18.8	4.2	2.1	100.0							83.3	16.7					100.0			
E2B	#	12		1	4	1	1	19	3.9	38.0	8.4	3.9	16.9	3.1	5		3	1			9	0.0%	55.5%	63.1%
	%	63.2		5.3	21.1	5.3	5.3	100.0							55.6		33.3	11.1			100.0			
E3 and E4	#	14	2	1	11		1	29	7.3	15.5	4.1	0.4	NO	4.1	1		1			2	94.5%	YES	0.0%	
	%	48.3	6.9	3.4	37.9		3.4	100.0							50.0		50.0			100.0				
E4A	#	18	6		2	2		28	12.3	8.4	3.8	NO	1.3	NO	2					2	YES	84.5%	YES	
	%	64.3	21.4		7.1	7.1		100.0							100.0					100.0				
E4B	#	2			2	3		7	24.2	9.8	16.5	NO	NO	NO							YES	YES	YES	
	%		28.6		28.6	42.9		100.0																
E5/E6	#	9	1		28	9		47	5.8	40.1	15.4	8.2	0.1	NO	1			3	1		5	36.2%	YES	YES
	%	19.1	2.1		59.6	19.1		100.0							20.0			60.0	20.0		100.0			
E7A	#	14	4			3		21	33.0	1.7	0.5	NO	1.7	NO	1	1				2	57.6%	0.0%	YES	
	%	66.7	19.0			14.3		100.0							50.0	50.0				100.0				
E7B	#	69	13	2				84	16.5	0.4	2.6	1.0	0.4	2.6	18		1			19	93.9%	0.0%	0.0%	
	%	82.1	15.5	2.4				100.0							94.7		5.3			100.0				
E7C	#	128	68	3	2	2		203	41.7	0.5	0.0	8.2	NO	NO	35	13	3		2	53	80.3%	YES	YES	
	%	63.1	33.5	1.5	1.0	1.0		100.0							66.0	24.5	5.7		3.8	100.0				

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

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

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

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

Level of Goal Attainment for 2013: 68.1 percent
 Level of Goal Attainment for 2014: 61.1 percent
 Level of Goal Attainment for 2015: 80.4 percent

Probation, Parole, & Pardon Services, Department of

Agency Director: Jerry B. Adger

EEO Officer: Patrice Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	3	1	3	8	1	20	12.5	25.0	22.3	NO	10.0	NO					1		1	YES	60.0%	YES
	% 20.0	15.0	5.0	15.0	40.0	5.0	100.0											100.0		100.0			
E2 and E2A	# 164	74	10	148	127	13	536	19.3	15.3	22.6	5.5	NO	NO	34	8	1	36	29	5	113	71.5%	YES	YES
	% 30.6	13.8	1.9	27.6	23.7	2.4	100.0							30.1	7.1	0.9	31.9	25.7	4.4	100.0			
E3	# 1	4		4		1	10	20.5	13.8	29.8	NO	NO	29.8	2	1					3	YES	YES	0.0%
	% 10.0	40.0		40.0		10.0	100.0							66.7	33.3					100.0			
E5	# 2	2		37	28	3	72	20.6	13.5	21.3	17.8	NO	NO	1	3		8	6	2	20	13.6%	YES	YES
	% 2.8	2.8		51.4	38.9	4.2	100.0							5.0	15.0		40.0	30.0	10.0	100.0			
E6 and E8	# 2				1		3	22.4	14.0	35.1	22.4	14.0	1.8								0.0%	0.0%	94.9%
	% 66.7				33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 78.4 percent
 Level of Goal Attainment for 2014: 80.7 percent
 Level of Goal Attainment for 2015: 80.0 percent

SC Public Employee Benefit Authority

Agency Director: Peggy G. Boykin, CPA

EEO Officer: Kim Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			9	2		18							4			1	1		6			
	% 38.9			50.0	11.1		100.0	5.9	27.8	9.0	5.9	NO	NO	66.7			16.7	16.7		100.0	0.0%	YES	YES
E2	# 40	14		65	65	5	189	11.2	42.2	13.8	3.8	7.8	NO	8	5		11	8	2	34	66.1%	81.5%	YES
	% 21.2	7.4		34.4	34.4	2.6	100.0							23.5	14.7		32.4	23.5	5.9	100.0			
E3	# 18	3	1	2	1	3	28	7.4	13.8	8.0	NO	6.7	4.4	1					1	2	YES	51.4%	45.0%
	% 64.3	10.7	3.6	7.1	3.6	10.7	100.0							50.0					50.0	100.0			
E5	# 1	1		1	2		5	6.3	44.9	23.3	NO	24.9	NO								YES	44.5%	YES
	% 20.0	20.0		20.0	40.0		100.0																
E6	#	1		4	7		12	4.3	31.1	26.9	NO	NO	NO								YES	YES	YES
	%	8.3		33.3	58.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: **Reporting- Not Required**
 Level of Goal Attainment for 2014: **Reporting- Not Required**
 Level of Goal Attainment for 2015: 79.2 percent

South Carolina Department of Public Safety

Agency Director: Leroy Smith
EEO Officer: DeMont Roberson

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2015							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							% OF Goals Met Based on Adjusted Availability		
	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		1	1		12	6.3	22.4	4.8	NO	14.1	NO								YES	37.1%	YES
	% 58.3	25.0		8.3	8.3		100.0																
E2A	# 16	9		27	10		62	4.8	35.8	10.4	NO	NO	NO	9.1	9.1		63.6	18.2		100.0	YES	YES	YES
	% 25.8	14.5		43.5	16.1		100.0																
E2B	# 221	39	10	3	5		278	11.8	8.6	3.3	NO	7.5	1.5	28	7	3				38	YES	12.8%	54.5%
	% 79.5	14.0	3.6	1.1	1.8		100.0							73.7	18.4	7.9				100.0			
E2C	# 7	3		29	12	1	52	3.9	40.1	11.1	NO	NO	NO				6	4		10	YES	YES	YES
	% 13.5	5.8		55.8	23.1	1.9	100.0										60.0	40.0		100.0			
E3	# 25	14		39	38	1	117	2.3	28.1	11.4	NO	NO	NO	5	4		9	10		28	YES	YES	YES
	% 21.4	12.0		33.3	32.5	0.9	100.0							17.9	14.3		32.1	35.7		100.0			
E4	# 530	63	15	33	10	1	652	9.8	8.9	3.8	0.1	3.8	2.3	67	15	3	8	3	1	97	99.0%	57.3%	39.5%
	% 81.3	9.7	2.3	5.1	1.5	0.2	100.0							69.1	15.5	3.1	8.2	3.1	1.0	100.0			
E5	# 2			18	10		30	0.7	68.3	15.5		*					2	1		3	0.0%	*	
	% 6.7			60.0	33.3		100.0				0.7	8.3	NO				66.7	33.3		100.0			87.8%
E6	# 3			8	5		16	3.9	56.8	16.0	3.9	6.8	NO				1			1	0.0%	*	YES
	% 18.8			50.0	31.3		100.0										100.0			100.0			88.0%
E7	# 10	5	1				16	16.1	3.8	1.1	NO	3.8	1.1	1						1	YES	0.0%	*
	% 62.5	31.3	6.3				100.0							100.0						100.0			0.0%
E8	# 3	4			2		9	14.1	18.1	8.6	NO	18.1	NO								YES	0.0%	YES
	% 33.3	44.4			22.2		100.0																

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

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

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

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

Level of Goal Attainment for 2013: 74.0 percent
Level of Goal Attainment for 2014: 77.1 percent
Level of Goal Attainment for 2015: 83.7 percent

Public Service Commission

Agency Director: Jocelyn Boyd

EEO Officer: Gwen Richardson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1	1		5	3.3	32.5	6.5	3.3	12.5	NO				1			1	0.0%	61.5%	YES
	% 60.0			20.0	20.0		100.0										100.0			100.0			
E2	# 4		1	11	3		19	3.8	48.7	9.2	3.8	NO	NO								0.0%	YES	YES
	% 21.1		5.3	57.9	15.8		100.0																
E3 and E5	# 1	1		1	1		4	11.0	24.0	16.4	NO	NO	NO								YES	YES	YES
	% 25.0	25.0		25.0	25.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 89.6 percent
 Level of Goal Attainment for 2014: 89.6 percent
 Level of Goal Attainment for 2015: 94.5 percent

Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Doreen Tuohy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	2		5	1		13	5.8	24.5	7.0	NO	NO	NO	1	1		2			4			
	% 38.5	15.4		38.5	7.7		100.0							25.0	25.0		50.0			100.0	YES	YES	YES
E2	# 17	1	2	20	3		43	6.1	29.2	14.2	3.8	NO	7.2	1			1			2			
	% 39.5	2.3	4.7	46.5	7.0		100.0							50.0			50.0			100.0	37.7%	YES	49.3%
E3, E4, and E6	# 7	1	1	6		1	16	7.4	28.6	7.5	1.1	NO	7.5				1			1			
	% 43.8	6.3	6.3	37.5		6.3	100.0										100.0			100.0	85.1%	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 2013: 78.1 percent
 Level of Goal Attainment for 2014: 79.2 percent
 Level of Goal Attainment for 2015: 74.7 percent

Retirement Investment System

Agency Director: Michael Hitchcock

EEO Officer: Brittany Storey

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 8				1	1	10	2.6	32.8	3.8	2.6	32.8	NO	2						2	0.0%	*	0.0%	YES
	% 80.0				10.0	10.0	100.0							100.0						100.0				
E2	# 19	1		6	1	1	28	5.5	32.4	6.6	1.9	11.0	3.0	4	1		1		1	7	65.5%	*	66.0%	54.5%
	% 67.9	3.6		21.4	3.6	3.6	100.0							57.1	14.3		14.3		14.3	100.0				
E5	#			3		1	4	0.3	60.7	24.9	0.3	NO	24.9				3		1	4	0.0%	*	YES	0.0%
	%			75.0		25.0	100.0										75.0		25.0	100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2013: **Reporting-Not Required**
 Level of Goal Attainment for 2014: **Reporting-Not Required**
 Level of Goal Attainment for 2015: 64.3 percent

SC Department of Revenue

Agency Director: Rick Reames

EEO Officer: Angela Stroud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 17	1	1	15	2		36	5.2	28.0	8.5	2.4	NO	2.9	4			4			8	53.8%	YES	65.9%
	% 47.2	2.8	2.8	41.7	5.6		100.0							50.0			50.0			100.0			
E2	# 126	26	5	160	90	5	412	3.6	35.4	11.9	NO	NO	NO	32	6	1	36	27		102	YES	YES	YES
	% 30.6	6.3	1.2	38.8	21.8	1.2	100.0							31.4	5.9	1.0	35.3	26.5		100.0			
E3	# 16	5	1	9	8	2	41	6.8	20.8	8.0	NO	NO	NO	4	2		1		1	8	YES	YES	YES
	% 39.0	12.2	2.4	22.0	19.5	4.9	100.0							50.0	25.0		12.5		12.5	100.0			
E5	# 12	6		37	23	4	82	3.7	42.8	15.6	NO	NO	NO	6	3		7	12	2	30	YES	YES	YES
	% 14.6	7.3		45.1	28.0	4.9	100.0							20.0	10.0		23.3	40.0	6.7	100.0			
E6	# 8	9		31	36	1	85	6.6	41.0	22.5	NO	4.5	NO	3	3		6	4		16	YES	89.0%	YES
	% 9.4	10.6		36.5	42.4	1.2	100.0							18.8	18.8		37.5	25.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 95.0 percent
 Level of Goal Attainment for 2014: 94.5 percent
 Level of Goal Attainment for 2015: 93.9 percent

Revenue and Fiscal Affairs Office

Agency Director: Frank Rainwater

EEO Officer: Deborah Glenn

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			2			9										1			1			
	% 77.8			22.2			100.0										100.0			100.0			
E2	# 14	2	1	24	1	1	43							1			5		1	7			
	% 32.6	4.7	2.3	55.8	2.3	2.3	100.0							14.3			71.4		14.3	100.0			
E3	# 9	1		2			12							2						2			
	% 75.0	8.3		16.7			100.0							100.0						100.0			
E5	#			3	2		5																
	%			60.0	40.0		100.0																
E6	# 1						1																
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013:
 Level of Goal Attainment for 2014:
 Level of Goal Attainment for 2015: ***First Year of Reporting***

Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: Laura G. Varn

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11	1		6			18	7.0	12.9	0.3	1.4	NO	0.3								80.0%	YES	0.0%
	% 61.1	5.6		33.3			100.0																
E2	# 331	43	7	150	30	4	565	5.2	18.4	7.7	NO	NO	2.4	32	6	2	11	1	1	53	YES	YES	68.8%
	% 58.6	7.6	1.2	26.5	5.3	0.7	100.0							60.4	11.3	3.8	20.8	1.9	1.9	100.0			
E3	# 78	13		21	9	1	122	5.3	11.6	1.0	NO	NO	NO	8	2		1	1		12	YES	YES	YES
	% 63.9	10.7		17.2	7.4	0.8	100.0							66.7	16.7		8.3	8.3		100.0			
E6	# 30	14	2	103	23		172	5.3	47.2	10.4	NO	NO	NO	1	1	1	4			7	YES	YES	YES
	% 17.4	8.1	1.2	59.9	13.4		100.0							14.3	14.3	14.3	57.1			100.0			
E7	# 634	154	5	26	23	1	843	12.8	1.4	1.5	NO	NO	NO	56	16		1	1		74	YES	YES	YES
	% 75.2	18.3	0.6	3.1	2.7	0.1	100.0							75.7	21.6		1.4	1.4		100.0			
E8	# 9	14		10	7		40	14.1	12.4	10.4	NO	NO	NO	1	2		1	1		5	YES	YES	YES
	% 22.5	35.0		25.0	17.5		100.0							20.0	40.0		20.0	20.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 99.4 percent
 Level of Goal Attainment for 2014: 100.0 percent
 Level of Goal Attainment for 2015: 97.0 percent

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 1			3	1		5	5.9	26.4	7.8	5.9	NO	NO				1			1	0.0%	*	YES	YES
	% 20.0			60.0	20.0		100.0										100.0			100.0				
E2	# 1			7	1		9	7.4	35.4	8.5	7.4	NO	NO					1		1	0.0%	*	YES	YES
	% 11.1			77.8	11.1		100.0											100.0		100.0				
E5 and E6	# 2			4	6	3	15	4.8	44.2	26.9	4.8	17.5	NO				2	2	2	6	0.0%	*	60.4%	YES
	% 13.3			26.7	40.0	20.0	100.0										33.3	33.3	33.3	100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2013: 94.9 percent
 Level of Goal Attainment for 2014: 89.9 percent
 Level of Goal Attainment for 2015: 93.4 percent

Social Services, Department of (Page 1 of 2)

Agency Director: V. Susan Alford

EEO Officer: Annette G. Lance

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15	6		30	23		74							3	1		15	2		21			
	% 20.3	8.1		40.5	31.1		100.0	4.7	43.3	16.6	NO	2.8	NO	14.3	4.8		71.4	9.5		100.0	YES	93.5%	YES
E1B	# 19	6		20	15		60							2	1		6	5		14			
	% 31.7	10.0		33.3	25.0		100.0	6.9	39.7	33.2	NO	6.4	8.2	14.3	7.1		42.9	35.7		100.0	YES	83.9%	75.3%
E2 and E2A	# 70	56	5	157	190	3	481							5	2		20	5		32			
	% 14.6	11.6	1.0	32.6	39.5	0.6	100.0	6.4	38.7	28.4	NO	6.1	NO	15.6	6.3		62.5	15.6		100.0	YES	84.2%	YES
E2B	# 37	35	2	170	260	6	510							3	3	4	20	25		55			
	% 7.3	6.9	0.4	33.3	51.0	1.2	100.0	6.6	38.5	29.2	NO	5.2	NO	5.5	5.5	7.3	36.4	45.5		100.0	YES	86.5%	YES
E2C	# 80	75		421	705	15	1296							20	21		140	180	9	370			
	% 6.2	5.8		32.5	54.4	1.2	100.0	6.7	39.3	32.0	0.9	6.8	NO	5.4	5.7		37.8	48.6	2.4	100.0	86.6%	82.7%	YES
E3	# 11	4	20	15	20		70							3	4	2	1	1	1	12			
	% 15.7	5.7	28.6	21.4	28.6		100.0	6.3	25.2	11.7	0.6	3.8	NO	25.0	33.3	16.7	8.3	8.3	8.3	100.0	90.5%	84.9%	YES
E5	# 15	12	4	135	201		367							5	3		15	30		53			
	% 4.1	3.3	1.1	36.8	54.8		100.0	5.9	44.4	30.2	2.6	7.6	NO	9.4	5.7		28.3	56.6		100.0	55.9%	82.9%	YES
E5B	# 7	17		70	61	1	156							4	6		21	35		66			
	% 4.5	10.9		44.9	39.1	0.6	100.0	4.2	52.1	24.6	NO	7.2	NO	6.1	9.1		31.8	53.0		100.0	YES	86.2%	YES
E6A	# 4	5		112	101	3	225							1	1		5	9		16			
	% 1.8	2.2		49.8	44.9	1.3	100.0	3.0	57.8	21.8	0.8	8.0	NO	6.3	6.3		31.3	56.3		100.0	73.3%	86.2%	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 2013: 91.6 percent

Level of Goal Attainment for 2014: 86.2 percent

Level of Goal Attainment for 2015: 90.4 percent

Social Services, Department of (Page 2 of 2)

Agency Director: V. Susan Alford

EEO Officer: Annette G. Lance

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6B	# 9	3		20	28		60	3.9	56.5	22.0	NO	23.2	NO	2			10	5		17	YES	58.9%	YES
	% 15.0	5.0		33.3	46.7		100.0							11.8			58.8	29.4		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
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	%																						

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

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

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

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

Level of Goal Attainment for 2013: 86.2 percent
 Level of Goal Attainment for 2014: 90.7 percent
 Level of Goal Attainment for 2015: 90.4 percent

South Carolina State University (Page 1 of 2)

President: Dr. W. Franklin Evans

EEO Officer: Ronald S. York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	7	1	1	12	1	22								3	1		2		6			
	%	31.8	4.5	4.5	54.5	4.5	100.0	5.4	33.4	18.5	NO	28.9	NO		50.0	16.7		33.3		100.0	YES	13.5%	YES
C2	#	8	1		10		19								3			2		5			
	%	42.1	5.3		52.6		100.0	5.9	34.4	20.3	NO	34.4	NO		60.0			40.0		100.0	YES	0.0%	YES
C3	#	14	14	6	6	5	1	46															
	%	30.4	30.4	13.0	13.0	10.9	2.2	100.0	4.1	27.5	17.6	NO	14.5	6.7							YES	47.3%	61.9%
C4	#	8	14	4	6	19	6	57															
	%	14.0	24.6	7.0	10.5	33.3	10.5	100.0	4.5	27.8	17.7	NO	17.3	NO							YES	37.8%	YES
C5	#	5	18	5	6	21	3	58								1		4		5			
	%	8.6	31.0	8.6	10.3	36.2	5.2	100.0	4.9	29.1	18.2	NO	18.8	NO		20.0		80.0		100.0	YES	35.4%	YES
C6	#	6	8	1	2	11		28										1		1			
	%	21.4	28.6	3.6	7.1	39.3		100.0	10.8	33.0	19.8	NO	25.9	NO				100.0		100.0	YES	21.5%	YES
C7	#		2			10		12															
	%		16.7			83.3		100.0	10.6	41.0	11.4	NO	41.0	NO							YES	0.0%	YES
C8	#		2			3		5										1		1			
	%		40.0			60.0		100.0	5.7	33.0	8.2	NO	33.0	NO				100.0		100.0	YES	0.0%	YES
C9	#	8	19	1	1	6		35															
	%	22.9	54.3	2.9	2.9	17.1		100.0	5.9	24.8	3.0	NO	21.9	NO							YES	11.7%	YES

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

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

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

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

Level of Goal Attainment for 2013: 68.3 percent
 Level of Goal Attainment for 2014: 68.5 percent
 Level of Goal Attainment for 2015: 70.6 percent

South Carolina State University (Page 2 of 2)

President: Dr. W. Franklin Evans

EEO Officer: Ronald S. York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	19	1	2	63	3	88																
	%	21.6	1.1	2.3	71.6	3.4	100.0	6.9	32.2	17.9	NO	29.9	NO		100.0					100.0	YES	7.1%	YES
E3	#	1	9		18		28								2			1		3			
	%	3.6	32.1		64.3		100.0	7.9	25.8	12.1	NO	25.8	NO		66.7			33.3		100.0	YES	0.0%	YES
E4	#	2	11		2		15							3	2					5			
	%	13.3	73.3		13.3		100.0	20.5	6.7	12.5	NO	6.7	NO	60.0	40.0					100.0	YES	0.0%	YES
E5	#				21		21					*									0.0%	0.0%	YES
	%				100.0		100.0	0.6	59.2	24.0	0.6	59.2	NO								0.0%	0.0%	YES
E6	#	1	3		28		32																
	%	3.1	9.4		87.5		100.0	0.9	56.0	24.9	NO	56.0	NO								YES	0.0%	YES
E7 and E8	#		3		3		6						*									*	
	%		50.0		50.0		100.0	19.9	9.2	15.6	NO	9.2	NO								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 2013: 68.3 percent
 Level of Goal Attainment for 2014: 68.5 percent
 Level of Goal Attainment for 2015: 70.6 percent

Technical & Comprehensive Education, State Board for

Agency Director: James C. Williamson

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1	1	3	2		7				NO	NO	NO				1			2			
	%	14.3	14.3	42.9	28.6		100.0	5.5	29.9	7.1					50.0		50.0			100.0	YES	YES	YES
E2	#	12	3	1	20	10	2	48	6.1	31.3	9.2	NO	NO	NO			1			1			
	%	25.0	6.3	2.1	41.7	20.8	4.2	100.0									100.0			100.0	YES	YES	YES
E3 and E5	#	6	1		16		23				4.3	NO	13.9	1			4			5			
	%	26.1	4.3		69.6		100.0	8.6	29.6	13.9				20.0			80.0			100.0	50.0%	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 2013: 89.4 percent
 Level of Goal Attainment for 2014: 86.5 percent
 Level of Goal Attainment for 2015: 83.3 percent

Aiken Technical College

President: Dr. Susan A. Winsor

EEO Officer: Sylvia Byrd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 1			2			3				4.4	37.0	15.8								0.0%	YES	0.0%
	% 33.3			66.7			100.0				4.4	NO	15.8										
T3, T4, and T5	# 22	2	1	17	15	1	58				2.3	31.6	12.5				1	3		5			
	% 37.9	3.4	1.7	29.3	25.9	1.7	100.0				NO	2.3	NO				20.0	60.0		100.0	YES	92.7%	YES
E2 and E3	# 11	1	1	21	6		40				6.4	34.5	7.3				1	1		6			
	% 27.5	2.5	2.5	52.5	15.0		100.0				3.9	NO	NO				16.7	16.7	16.7	33.3	16.7		100.0
E5 and E6	#	1		10	8		19				2.4	58.8	15.0							2			2
	%	5.3		52.6	42.1		100.0				NO	6.2	NO							100.0			100.0
E7 and E8	# 2	2					4				6.1	2.4	0.0								YES	0.0%	*
	% 50.0	50.0					100.0				NO	2.4	0.0							100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 88.1 percent
 Level of Goal Attainment for 2014: 90.9 percent
 Level of Goal Attainment for 2015: 92.8 percent

Central Carolina Technical College

Agency Director: Tim Hardee

EEO Officer: RONALDA STOVER

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 1			4			5	3.2	41.4	19.4	3.2	NO	19.4								0.0%	YES	0.0%
	% 20.0			80.0			100.0																
T3 and T4	# 33	4		44	10	3	94	5.3	32.9	5.9	1.0	NO	NO		1		3	2	2	8	81.1%	YES	YES
	% 35.1	4.3		46.8	10.6	3.2	100.0								12.5		37.5	25.0	25.0	100.0			
T5 and E2	# 7	2		14	17	2	42	7.2	29.3	16.7	2.4	NO	NO	1			2	5		8			
	% 16.7	4.8		33.3	40.5	4.8	100.0							12.5			25.0	62.5		100.0	66.7%	YES	YES
E3, E4, and E5	# 7	3		8	7	2	27	15.5	37.0	14.8	4.4	7.4	NO	3	3		2	4		12	71.6%	80.0%	YES
	% 25.9	11.1		29.6	25.9	7.4	100.0							25.0	25.0		16.7	33.3		100.0			
E6	#			9	7	2	18	0.2	66.5	16.0	0.2	16.5	NO				1	2	2	5	0.0%	75.2%	YES
	%			50.0	38.9	11.1	100.0										20.0	40.0	40.0	100.0			
E7 and E8	# 9	9		1	11		30	19.7	12.0	8.0	NO	8.7	NO	3	7			10		20			
	% 30.0	30.0		3.3	36.7		100.0							15.0	35.0			50.0		100.0	YES	27.5%	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 2013: 83.7 percent
 Level of Goal Attainment for 2014: 88.2 percent
 Level of Goal Attainment for 2015: 86.8 percent

Denmark Technical College

Agency Director: Dr. Leonard A. McIntyre

EEO Officer: Alfredia Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1, T1, and T2	#	6			4		10								1					1			
	%	60.0			40.0		100.0	4.0	36.4	7.3	NO	36.4	NO		100.0					100.0	YES	0.0%	YES
T3 and T4	#	1	8	3	3	13	2	30						1					4	5			
	%	3.3	26.7	10.0	10.0	43.3	6.7	100.0	5.6	33.0	17.1	NO	23.0	NO	20.0				80.0	100.0	YES	30.3%	YES
E2 and T5	#	7			16		23							1					1	2			
	%	30.4			69.6		100.0	8.1	34.5	26.8	NO	34.5	NO		50.0				50.0	100.0	YES	0.0%	YES
E3, E5, and E6	#	1		1	4	14	20												1	1			
	%	5.0		5.0	20.0	70.0	100.0	1.0	63.2	17.2	1.0	43.2	NO						100.0	100.0	0.0%	31.6%	YES
E4, E7, and E8	#	1			7		8							3						3			
	%	12.5			87.5		100.0	24.2	35.5	19.0	11.7	35.5	NO		100.0					100.0	51.7%	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 2013: 84.4 percent
 Level of Goal Attainment for 2014: 76.9 percent
 Level of Goal Attainment for 2015: 65.3 percent

Florence-Darlington Technical College

Agency Director: Ben Dillard

EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 3	3	1	2			9	13.2	36.5	15.0	NO	14.3	15.0		1		1			2	YES	60.8%	0.0%
	% 33.3	33.3	11.1	22.2			100.0								50.0		50.0			100.0			
T3, T4 and T5	# 35	5	4	41	14	2	101	3.7	33.2	5.4	NO	NO	NO	2	1		9	5		17	YES	YES	YES
	% 34.7	5.0	4.0	40.6	13.9	2.0	100.0							11.8	5.9		52.9	29.4		100.0			
E2	# 14	4		30	21		69	6.4	32.2	12.8	0.6	NO	NO		1		1	2		4	90.6%	YES	YES
	% 20.3	5.8		43.5	30.4		100.0								25.0		25.0	50.0		100.0			
E5 and E6	# 2	1		16	12	1	32	0.9	64.1	18.4	NO	14.1	NO				3	2		5	YES	78.0%	YES
	% 6.3	3.1		50.0	37.5	3.1	100.0										60.0	40.0		100.0			
E3, E7 and E8	# 21	9		5	1		36	13.2	14.0	6.5	NO	0.1	3.7	1	2		1			4	YES	99.3%	43.1%
	% 58.3	25.0		13.9	2.8		100.0							25.0	50.0		25.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 81.5 percent
 Level of Goal Attainment for 2014: 77.8 percent
 Level of Goal Attainment for 2015: 84.8 percent

Greenville Technical College

Agency Director: Keith Miller

EEO Officer: Susan Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 11	1		10	6		28	6.0	30.3	7.8	2.4	NO	NO				100.0			1	60.0%	YES	YES
	% 39.3	3.6		35.7	21.4		100.0										100.0			100.0			
T3 and T4	# 118	11	4	173	25	9	340	3.1	31.8	4.1	NO	NO	NO	13	3	1	23	2		42			
	% 34.7	3.2	1.2	50.9	7.4	2.6	100.0							31.0	7.1	2.4	54.8	4.8		100.0	YES	YES	YES
T5 and E2	# 36	8	1	95	33	1	174	4.6	36.5	15.9	0.0	NO	NO	7	1	1	12	8		29			
	% 20.7	4.6	0.6	54.6	19.0	0.6	100.0							24.1	3.4	3.4	41.4	27.6		100.0	YES	YES	YES
E3, E4 and E5	# 33	2	2	43	22	2	104	3.8	43.3	8.8	1.9	2.0	NO	6	1		7	2	1	17	50.0%	95.4%	YES
	% 31.7	1.9	1.9	41.3	21.2	1.9	100.0							35.3	5.9		41.2	11.8	5.9	100.0			
E6	# 1			14	10	1	26	0.2	74.7	10.5	0.2	20.9	NO	1				1		2	0.0%	72.0%	YES
	% 3.8			53.8	38.5	3.8	100.0							50.0				50.0		100.0			
E7 and E8	# 29	9		6	11		55	8.6	14.2	3.7	NO	3.3	NO	3	3		1			7			
	% 52.7	16.4		10.9	20.0		100.0							42.9	42.9		14.3			100.0	YES	76.8%	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 2013: 93.3 percent
 Level of Goal Attainment for 2014: 87.5 percent
 Level of Goal Attainment for 2015: 91.4 percent

Horry-Georgetown Technical College

Agency Director: H. Neyle Wilson

EEO Officer: Jacquelyne Barrett

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 3	1		5			9	3.4	32.4	7.9	NO	NO	7.9				1			1	YES	YES	0.0%
	% 33.3	11.1		55.6			100.0										100.0			100.0			
T3 and T4	# 78	5		74	7	5	169	3.2	33.8	3.8	0.2	NO	NO	14	1		6	2	1	24	93.8%	YES	YES
	% 46.2	3.0		43.8	4.1	3.0	100.0							58.3	4.2		25.0	8.3	4.2	100.0			
T5 and E2	# 11	2		37	15	1	66	4.6	38.4	13.7	1.6	NO	NO	2	1		11			14	65.2%	YES	YES
	% 16.7	3.0		56.1	22.7	1.5	100.0							14.3	7.1		78.6			100.0			
E3 and E5	# 10	3		15	4	1	33	4.1	29.3	8.6	NO	NO	NO	1						1	YES	YES	YES
	% 30.3	9.1		45.5	12.1	3.0	100.0							100.0						100.0			
E6	#	1		20	7	1	29	2.5	62.5	10.8	NO	NO	NO				2	2	1	5	YES	YES	YES
	%	3.4		69.0	24.1	3.4	100.0										40.0	40.0	20.0	100.0			
E7 and E8	# 16	3		13		1	33	16.5	13.8	8.3	7.4	NO	8.3	4	2		1			7	55.2%	YES	0.0%
	% 48.5	9.1		39.4		3.0	100.0							57.1	28.6		14.3			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 80.4 percent
 Level of Goal Attainment for 2014: 85.4 percent
 Level of Goal Attainment for 2015: 89.1 percent

Technical College of the Low Country

President: Dr. Richard Gough

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 3			6			9	3.0	31.8	4.8	3.0	NO	4.8							100.0	0.0%	YES	0.0%
	% 33.3			66.7			100.0													100.0			
T3 and E4	# 13	4	1	26	1	1	46	2.0	34.3	4.7	NO	NO	2.5	3			5	1		9			
	% 28.3	8.7	2.2	56.5	2.2	2.2	100.0							33.3			55.6	11.1		100.0	YES	YES	46.8%
T5 and E2	# 4	2		15	10	1	32	8.0	35.4	16.2	1.7	NO	NO	3			5	2		10	78.8%	YES	YES
	% 12.5	6.3		46.9	31.3	3.1	100.0							30.0			50.0	20.0		100.0			
E3 and E5	# 4			8	3	2	17	5.7	48.6	14.6	5.7	1.5	NO				2			2	0.0%	96.9%	YES
	% 23.5			47.1	17.6	11.8	100.0										100.0			100.0			
E6	#			7	6		13	0.4	57.2	16.5	0.4	3.4	NO				1	2		3	0.0%	94.1%	YES
	%			53.8	46.2		100.0										33.3	66.7		100.0			
E4, E7, and E8	# 6	3		1	1	1	12	16.0	7.2	13.4	NO	NO	5.1	2				1		3			
	% 50.0	25.0		8.3	8.3	8.3	100.0							66.7				33.3		100.0	YES	YES	61.9%
	#																						
	%																						
	#																						
	%																						

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 2013: 80.4 percent
 Level of Goal Attainment for 2014: 85.4 percent
 Level of Goal Attainment for 2015: 91.3 percent

Midland's Technical College

Agency Director: Ronald L. Rhames

EEO Officer: Ian A. MacLean

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4	2		8	6		20							1			1			2			
	% 20.0	10.0		40.0	30.0		100.0	5.0	35.4	8.9	NO	NO	NO	50.0			50.0			100.0	YES	YES	YES
T3 and T4	# 87	10	3	109	25	10	244							6	2	1	10	4	1	24			
	% 35.7	4.1	1.2	44.7	10.2	4.1	100.0	2.4	34.0	3.2	NO	NO	NO	25.0	8.3	4.2	41.7	16.7	4.2	100.0	YES	YES	YES
T5 and E2	# 30	17		61	50	6	164							6			8	8	2	24			
	% 18.3	10.4		37.2	30.5	3.7	100.0	7.6	32.0	16.9	NO	NO	NO	25.0			33.3	33.3	8.3	100.0	YES	YES	YES
E3	# 26	7	1	17	8		59							2		1				3			
	% 44.1	11.9	1.7	28.8	13.6		100.0	13.3	19.6	15.1	1.4	NO	1.5	66.7		33.3				100.0	89.5%	YES	90.1%
E4 and E5	# 2	3	1	20	15	2	43							1	3		2	1		7			
	% 4.7	7.0	2.3	46.5	34.9	4.7	100.0	5.2	48.1	16.7	NO	1.6	NO	14.3	42.9		28.6	14.3		100.0	YES	96.7%	YES
E6	# 1	2		23	18	1	45										2		1	3			
	% 2.2	4.4		51.1	40.0	2.2	100.0	2.0	61.1	19.1	NO	10.0	NO				66.7		33.3	100.0	YES	83.6%	YES
E7	# 13						13																
	% 100.0						100.0	1.4	8.8	0.3	1.4	8.8	0.3								0.0%	0.0%	0.0%
E8	# 8	4		5	1		18							1						1			
	% 44.4	22.2		27.8	5.6		100.0	21.6	14.7	14.3	NO	NO	8.7	100.0						100.0	YES	YES	39.2%
	#																						
	%																						

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 2013: 90.8 percent
 Level of Goal Attainment for 2014: 90.3 percent
 Level of Goal Attainment for 2015: 90.9 percent

Northeastern Technical College

President: Dr. Ron Bartley
EEO Officer: Donna Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 3	1		4			8	4.1	38.5	13.0	NO	NO	13.0		1					2	YES	YES	0.0%
	% 37.5	12.5		50.0			100.0								50.0		50.0			100.0			
T3 and T4	# 13		3	10	5		31	1.6	42.0	29.6	1.6	9.7	13.5	1			1	1		3	0.0%	76.9%	54.4%
	% 41.9		9.7	32.3	16.1		100.0							33.3			33.3	33.3		100.0			
T5,E2, E3 and E5	# 7			12	9		28	5.0	27.6	17.7	5.0	NO	NO				1	3		4	0.0%	YES	YES
	% 25.0			42.9	32.1		100.0										25.0	75.0		100.0			
E6	#	1		6	1		8	0.1	72.7	13.6	NO	NO	1.1								YES	YES	91.9%
	%	12.5		75.0	12.5		100.0																
E7 and E8	# 5				3		8	25.6	5.9	5.4	25.6	5.9	NO								0.0%	0.0%	YES
	% 62.5				37.5		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 80.4 percent
Level of Goal Attainment for 2014: 81.2 percent
Level of Goal Attainment for 2015: 71.0 percent

Orangeburg-Calhoun Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 1			2	1		4	4.0	31.6	15.6	4.0	NO	NO								0.0%*	YES	YES
	% 25.0			50.0	25.0		100.0																
T3 and T4	# 21	4		41	16	1	83	4.3	26.6	15.2	NO	NO	NO				2	1		3	YES	YES	YES
	% 25.3	4.8		49.4	19.3	1.2	100.0										66.7	33.3		100.0			
T5 and E2	# 4	2		16	12		34	9.8	26.0	29.7	3.9	NO	NO				2	5		7	60.2%	YES	YES
	% 11.8	5.9		47.1	35.3		100.0										28.6	71.4		100.0			
E3, E4 and E5	# 2	4		9	7		22	6.4	24.9	25.5	NO	NO	NO		1			3		4	YES	YES	YES
	% 9.1	18.2		40.9	31.8		100.0							25.0				75.0		100.0			
E6	#			10	5		15	1.4	54.1	26.7	1.4	NO	NO					1		1	0.0%*	YES	YES
	%			66.7	33.3		100.0											100.0		100.0			
E7 and E8	# 8	7		2	2		19	40.1	4.4	10.5	3.3	NO	0.0	1			1			2	91.8%*	YES	YES
	% 42.1	36.8		10.5	10.5		100.0							50.0			50.0			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 94.2 percent
Level of Goal Attainment for 2014: 93.5 percent
Level of Goal Attainment for 2015: 97.0 percent

Piedmont Technical College

President: Dr. Ray L. Brooks

EEO Officer: Alesia L. Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 5			2			7	2.3	46.7	11.5	2.3	18.1	11.5								0.0%	61.2%	0.0%
	% 71.4			28.6			100.0																
T3 and T4	# 47	6	4	57	10		124	1.2	42.4	1.4	NO	NO	NO	4			5	2		11	YES	YES	YES
	% 37.9	4.8	3.2	46.0	8.1		100.0							36.4			45.5	18.2		100.0			
T5 and E2	# 14	4		40	13		71	11.9	33.8	19.0	6.3	NO	0.7	2	2		2	2		8	47.1%	YES	96.3%
	% 19.7	5.6		56.3	18.3		100.0							25.0	25.0		25.0	25.0		100.0			
E3, E4, and E5	# 8	1		13	2		24	6.5	35.8	15.3	2.3	NO	7.0	1						1	64.6%	YES	54.2%
	% 33.3	4.2		54.2	8.3		100.0							100.0						100.0			
E6	# 1	1		18	9		29	2.8	60.3	18.3	NO	NO	NO				3			3	YES	YES	YES
	% 3.4	3.4		62.1	31.0		100.0										100.0			100.0			
E7	# 9						9	3.7	7.7	0.4	3.7	7.7	0.4								0.0%	0.0%	0.0%
	% 100.0						100.0																
E8	# 4				1		5	11.5	13.4	6.6	11.5	13.4	NO								0.0%	0.0%	YES
	% 80.0				20.0		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 90.3 percent
 Level of Goal Attainment for 2014: 85.3 percent
 Level of Goal Attainment for 2015: 87.4 percent

Spartanburg Community College

President: Henry C. Giles

EEO Officer: Rick Teal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 10	1		8	1		20	3.6	40.1	6.4	NO	0.1	1.4				1			1	YES	99.8%	78.1%
	% 50.0	5.0		40.0	5.0		100.0										100.0			100.0			
T3 and T4	# 47	3	2	62	8	4	126	1.4	36.3	4.3	NO	NO	NO	5	1		7	2		15	YES	YES	YES
	% 37.3	2.4	1.6	49.2	6.3	3.2	100.0							33.3	6.7		46.7	13.3		100.0			
T5 and E2	# 15	3		28	12	2	60	5.0	41.4	8.3	0.0	NO	NO	2			5	3		10	YES	YES	YES
	% 25.0	5.0		46.7	20.0	3.3	100.0							20.0			50.0	30.0		100.0			
E3, E5, and E6	# 8	1	1	37	19		66	1.7	58.4	10.0	0.2	2.3	NO	1			3	3		7	88.2%	96.1%	YES
	% 12.1	1.5	1.5	56.1	28.8		100.0							14.3			42.9	42.9		100.0			
E4, E7, and E8	# 18	3	1		1		23	5.4	8.1	2.8	NO	8.1	NO	4						4	YES	0.0%	YES
	% 78.3	13.0	4.3		4.3		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 89.9 percent
 Level of Goal Attainment for 2014: 91.7 percent
 Level of Goal Attainment for 2015: 90.8 percent

Tri-County Technical College

President: Dr. Ronnie L. Booth
EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5			3			8	3.3	35.1	7.9	3.3	NO	7.9	2			2			4	0.0%	YES	0.0%
	% 62.5			37.5			100.0							50.0			50.0			100.0			
T3	# 14		2	29	3		48	3.0	35.5	3.0	3.0	NO	NO								0.0%	YES	YES
	% 29.2		4.2	60.4	6.3		100.0																
T4	# 39	1	4	47	3	3	97	2.9	35.8	3.0	1.9	NO	NO	5			10			15	34.5%	YES	YES
	% 40.2	1.0	4.1	48.5	3.1	3.1	100.0							33.3			66.7			100.0			
T5 and E2	# 21	1	1	50	13	1	87	6.5	33.2	11.4	5.4	NO	NO	4			8	2	1	15	16.9%	YES	YES
	% 24.1	1.1	1.1	57.5	14.9	1.1	100.0							26.7			53.3	13.3	6.7	100.0			
E3 and E5	# 11	1		18	5	3	38	5.3	44.8	2.4	2.7	NO	NO	1			5	2	1	9	49.1%	YES	YES
	% 28.9	2.6		47.4	13.2	7.9	100.0							11.1			55.6	22.2	11.1	100.0			
E6	# 1			31	7	2	41	1.0	74.0	9.5	1.0	NO	NO				5			5	0.0%	YES	YES
	% 2.4			75.6	17.1	4.9	100.0										100.0			100.0			
E4, E7, and E8	# 5	1	1	6	2		15	8.2	16.0	1.8	1.5	NO	NO	1		1	2			4	81.7%	YES	YES
	% 33.3	6.7	6.7	40.0	13.3		100.0							25.0		25.0	50.0			100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 95.7 percent
Level of Goal Attainment for 2014: 90.4 percent
Level of Goal Attainment for 2015: 82.3 percent

Trident Technical College

President: Dr. Mary Thornley

EEO Officer: DeVetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 4	2		7	5		18	4.0	37.4	13.2	NO	NO	NO								YES	YES	YES
	% 22.2	11.1		38.9	27.8		100.0																
T3 and T4	# 121	17	8	160	22	11	339	3.5	33.8	4.6	NO	NO	NO	5	2		8	6	1	22	YES	YES	YES
	% 35.7	5.0	2.4	47.2	6.5	3.2	100.0							22.7	9.1		36.4	27.3	4.5	100.0			
T5 and E2	# 41	18	5	74	47	6	191	6.5	32.9	17.6	NO	NO	NO	7	2		8	6		23	YES	YES	YES
	% 21.5	9.4	2.6	38.7	24.6	3.1	100.0							30.4	8.7		34.8	26.1		100.0			
E3 and E5	# 20	8	2	51	24	6	111	4.8	47.5	11.3	NO	1.6	NO	4	3		8	2	5	22	YES	96.6%	YES
	% 18.0	7.2	1.8	45.9	21.6	5.4	100.0							18.2	13.6		36.4	9.1	22.7	100.0			
E4	# 9	9	1	2	3		24	13.4	8.4	3.3	NO	0.1	NO	6			1	2		9	YES	98.8%	YES
	% 37.5	37.5	4.2	8.3	12.5		100.0							66.7			11.1	22.2		100.0			
E6	# 2	1	1	17	14	2	37	5.8	53.9	19.3	3.1	8.0	NO	1		1	4	1	1	8	46.6%	85.2%	YES
	% 5.4	2.7	2.7	45.9	37.8	5.4	100.0							12.5		12.5	50.0	12.5	12.5	100.0			
E7 and E8	# 14	10	2	5	1	1	33	12.5	8.6	9.6	NO	NO	6.6	2	1					3	YES	YES	31.3%
	% 42.4	30.3	6.1	15.2	3.0	3.0	100.0							66.7	33.3					100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 99.8 percent
 Level of Goal Attainment for 2014: 98.5 percent
 Level of Goal Attainment for 2015: 93.3 percent

Williamsburg Technical College

President: Dr. Patricia A. Lee
EEO Officer: Jennifer C. Strong

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 3	3		2	1		9	3.8	28.9	8.0	NO	6.7	NO		3					3	YES	76.8%	YES
	% 33.3	33.3		22.2	11.1		100.0								100.0					100.0			
T3 and T4	# 6	2		8	5		21	2.9	30.0	6.7	NO	NO	NO	1	1					2	YES	YES	YES
	% 28.6	9.5		38.1	23.8		100.0							50.0	50.0					100.0			
E2	# 1			4	4		9	7.0	20.0	19.3	NO	NO	NO				1			1	YES	YES	YES
	%	11.1		44.4	44.4		100.0										100.0			100.0			
E3 and E5	# 1	2		4	7		14	13.9	6.7	29.2	NO	NO	NO				1	2		3	YES	YES	YES
	% 7.1	14.3		28.6	50.0		100.0										33.3	66.7		100.0			
E6	#			6	1		7	0.5	24.8	52.8	0.5	NO	38.5								0.0%	YES	27.1%
	%			85.7	14.3		100.0																
E7 and E8	# 1	5					6	59.6	3.0	3.3	NO	3.0	3.3		2					2	YES	0.0%	0.0%
	% 16.7	83.3					100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 87.3 percent
Level of Goal Attainment for 2014: 85.0 percent
Level of Goal Attainment for 2015: 93.6 percent

York Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4			3	4		11	3.7	37.9	7.8	3.7	10.6	NO				1			1	0.0%	72.0%	YES
	% 36.4			27.3	36.4		100.0										100.0			100.0			
T3 and T4	# 47	8	5	46	15	2	123	2.9	32.4	4.2	NO	NO	NO	6	1	1	5	2		15	YES	YES	YES
	% 38.2	6.5	4.1	37.4	12.2	1.6	100.0							40.0	6.7	6.7	33.3	13.3		100.0			
T5 and E2	# 9	3		29	22	1	64	4.7	38.8	11.4	0.0	NO	NO	2	2		7	6	1	18	YES	YES	YES
	% 14.1	4.7		45.3	34.4	1.6	100.0							11.1	11.1		38.9	33.3	5.6	100.0			
E3 and E5	# 3	1	1	12	6		23	3.7	44.0	11.3	NO	NO	NO	1	1		5		1	8	YES	YES	YES
	% 13.0	4.3	4.3	52.2	26.1		100.0							12.5	12.5		62.5		12.5	100.0			
E6	#			11	8	1	20	0.7	72.8	10.8	0.7	17.8	NO				3	1		4	0.0%	75.5%	YES
	%			55.0	40.0	5.0	100.0										75.0	25.0		100.0			
E4, E7 and E8	# 19	8		3	9		39	11.7	10.2	8.6	NO	2.5	NO								YES	75.5%	YES
	% 48.7	20.5		7.7	23.1		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 97.8 percent
Level of Goal Attainment for 2014: 97.8 percent
Level of Goal Attainment for 2015: 95.2 percent

Department of Transportation

Agency Director: Christy A. Hall
EEO Officer: Darlene M. Rikard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	16	1	1	6		24							6	1		1			8			
	%	66.7	4.2	4.2	25.0		100.0	6.9	19.0	9.2	2.7	NO	9.2	75.0	12.5		12.5			100.0	60.9%	YES	0.0%
E2-Non-Engineers	#	158	31	4	150	95	5	443						19	4		20	15	2	60			
	%	35.7	7.0	0.9	33.9	21.4	1.1	100.0	4.7	39.0	13.4	NO	5.1	31.7	6.7		33.3	25.0	3.3	100.0	YES	86.9%	YES
E2-Engineers	#	519	68	24	84	20	11	726						101	12	6	24	3	4	150			
	%	71.5	9.4	3.3	11.6	2.8	1.5	100.0	5.6	17.5	8.1	NO	5.9	67.3	8.0	4.0	16.0	2.0	2.7	100.0	YES	66.3%	34.6%
E4,E5 Non-Engineers	#	64	9	5	120	51	4	253						10		1	23	9		43			
	%	25.3	3.6	2.0	47.4	20.2	1.6	100.0	7.9	37.9	15.8	4.3	NO	23.3		2.3	53.5	20.9		100.0	45.6%	YES	YES
E3 Engineers	#	307	51	12	53	15		438						93	13	2	14	3		125			
	%	70.1	11.6	2.7	12.1	3.4		100.0	14.6	8.6	3.7	3.0	NO	74.4	10.4	1.6	11.2	2.4		100.0	79.5%	YES	91.9%
E6	#	2	1		40	25	2	70						2			13	8	1	24			
	%	2.9	1.4		57.1	35.7	2.9	100.0	5.7	49.2	19.6	4.3	NO	8.3			54.2	33.3	4.2	100.0	24.6%	YES	YES
E7	#	1369	782	39	54	85	1	2330						399	201	15	15	12	1	643			
	%	58.7	33.6	1.7	2.3	3.6	0.1	100.0	36.5	9.9	7.4	2.9	7.6	62.1	31.3	2.3	2.3	1.9	0.2	100.0	92.1%	23.2%	48.6%
E8	#	16	9		42	20		87						3	2		6	1		12			
	%	18.4	10.3		48.3	23.0		100.0	23.4	19.0	12.2	13.1	NO	25.0	16.7		50.0	8.3		100.0	44.0%	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 2013: 83.9 percent
Level of Goal Attainment for 2014: 82.4 percent
Level of Goal Attainment for 2015: 74.9 percent

State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Alicia Sharpe

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7	1		3	1		12							5	1		2	1		9			
	% 58.3	8.3		25.0	8.3		100.0	3.8	30.1	6.0	NO	5.1	NO	55.6	11.1		22.2	11.1		100.0	YES	83.1%	YES
E2	# 10	1		11	11	1	34							7			5	2	1	15			
	% 29.4	2.9		32.4	32.4	2.9	100.0	4.3	40.0	10.5	1.4	7.6	NO	46.7			33.3	13.3	6.7	100.0	67.4%	81.0%	YES
E3	# 3	2		2			7																
	% 42.9	28.6		28.6			100.0	6.8	20.8	12.0	NO	20.8	NO								YES	0.0%	YES
E5	# 1			2	1		4																
	% 25.0			50.0	25.0		100.0	4.5	46.9	15.2	4.5	NO	NO								0.0%	YES	YES
E6	#	1		1			2																
	%	50.0		50.0			100.0	3.7	56.9	17.8	NO	6.9	17.8								YES	87.9%	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 2013: 84.2 percent
 Level of Goal Attainment for 2014: 88.2 percent
 Level of Goal Attainment for 2015: 86.1 percent

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

President: Harris Pastides
EEO Officer: Bobby D. Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 13	3	1	11			28							1	1		2			4			
	% 46.4	10.7	3.6	39.3			100.0	3.5	34.1	5.8	NO	NO	5.8	25.0	25.0		50.0			100.0	YES	YES	0.0%
C2	# 113	4	11	43	5	8	184							7		2	8		1	18			
	% 61.4	2.2	6.0	23.4	2.7	4.3	100.0	3.5	40.9	7.7	1.3	17.5	5.0	38.9		11.1	44.4		5.6	100.0	62.9%	57.2%	35.1%
C3	# 246	6	52	96	8	9	417							22		12	13		1	48			
	% 59.0	1.4	12.5	23.0	1.9	2.2	100.0	2.5	33.0	3.3	1.1	10.0	1.4	45.8		25.0	27.1		2.1	100.0	56.0%	69.7%	57.6%
C4	# 236	15	55	194	15	33	548							20		8	12	1	3	44			
	% 43.1	2.7	10.0	35.4	2.7	6.0	100.0	2.4	31.8	3.1	NO	NO	0.4	45.5		18.2	27.3	2.3	6.8	100.0	YES	YES	87.1%
C5	# 167	11	54	170	19	47	468					*		23		7	31	2	5	68		*	
	% 35.7	2.4	11.5	36.3	4.1	10.0	100.0	2.6	33.1	3.1	0.2	NO	NO	33.8		10.3	45.6	2.9	7.4	100.0	92.3%	YES	YES
C6	# 111	3	15	156	11	26	322							23		3	24		8	58			
	% 34.5	0.9	4.7	48.4	3.4	8.1	100.0	2.5	32.7	3.0	1.6	NO	NO	39.7		5.2	41.4		13.8	100.0	36.0%	YES	YES
C7	# 18	1		9			28					*	*	3			1			4		*	*
	% 64.3	3.6		32.1			100.0	2.5	32.4	3.1	NO	0.3	3.1	75.0			25.0			100.0	YES	99.1%	0.0%
C825	#			1		1	2				*	*	*									*	*
	%			50.0		50.0	100.0	2.3	33.2	2.9	2.3	NO	2.9								0.0%	YES	0.0%
C826	# 27	1		59	1	4	92							3			5			8			
	% 29.3	1.1		64.1	1.1	4.3	100.0	0.8	62.1	4.4	NO	NO	3.3	37.5			62.5			100.0	YES	YES	24.8%

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 2013: 82.8 percent
Level of Goal Attainment for 2014: 81.4 percent
Level of Goal Attainment for 2015: 83.2 percent

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

President: Harris Pastides
EEO Officer: Bobby D. Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C829	# 144	8	22	128	15	19	336							23	1	5	35	5	5	74			
	% 42.9	2.4	6.5	38.1	4.5	5.7	100.0	2.5	32.5	3.1	0.1	NO	NO	31.1	1.4	6.8	47.3	6.8	6.8	100.0	96.0%	YES	YES
C927	# 125	22	5	36	12	5	205							14	2	1	9	3	3	32			
	% 61.0	10.7	2.4	17.6	5.9	2.4	100.0	6.4	26.7	1.8	NO	9.1	NO	43.8	6.3	3.1	28.1	9.4	9.4	100.0	YES	65.9%	YES
C930	# 70	3	6	62	12	3	156							7		2	9	2	1	21			
	% 44.9	1.9	3.8	39.7	7.7	1.9	100.0	3.6	30.2	5.1	1.7	NO	NO	33.3		9.5	42.9	9.5	4.8	100.0	52.8%	YES	YES
E202	# 142	17	5	129	24	7	324							19	2	2	18	2	1	44			
	% 43.8	5.2	1.5	39.8	7.4	2.2	100.0	6.4	31.1	9.6	1.2	NO	2.2	43.2	4.5	4.5	40.9	4.5	2.3	100.0	81.3%	YES	77.2%
E203	# 205	33	25	293	75	13	644							20	7	5	34	11	3	80			
	% 31.8	5.1	3.9	45.5	11.6	2.0	100.0	5.7	37.6	12.7	0.6	NO	1.1	25.0	8.8	6.3	42.5	13.8	3.8	100.0	89.9%	YES	91.6%
E204	# 28	5		26	6	2	67							2	1		3	4	1	11			
	% 41.8	7.5		38.8	9.0	3.0	100.0	4.7	37.5	11.4	NO	NO	2.4	18.2	9.1		27.3	36.4	9.1	100.0	YES	YES	79.0%
E205	# 42	9	1	185	60	11	308							7	2		29	7	2	47			
	% 13.6	2.9	0.3	60.1	19.5	3.6	100.0	5.6	44.1	17.9	2.7	NO	NO	14.9	4.3		61.7	14.9	4.3	100.0	51.9%	YES	YES
E206	# 105	22	12	284	109	21	553							17	5	4	53	18	8	105			
	% 19.0	4.0	2.2	51.4	19.7	3.8	100.0	10.6	29.9	23.7	6.6	NO	4.0	16.2	4.8	3.8	50.5	17.1	7.6		37.9%	YES	83.1%
E307	# 61	14	9	15	3	2	104							7		1	1	1		10			
	% 58.7	13.5	8.7	14.4	2.9	1.9	100.0	4.4	23.9	5.9	NO	9.5	3.0	70.0		10.0	10.0	10.0		100.0	YES	60.3%	49.2%

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 2013: 82.8 percent
Level of Goal Attainment for 2014: 81.4 percent
Level of Goal Attainment for 2015: 83.2 percent

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

President: Harris Pastides
EEO Officer: Bobby D. Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E308	# 43	11	1	59	20	1	135							7	4	1	11	5		28			
	% 31.9	8.1	0.7	43.7	14.8	0.7	100.0	6.4	31.2	16.0	NO	NO	1.2	25.0	14.3	3.6	39.3	17.9		100.0	YES	YES	92.7%
E309	# 4			3	3	2	12							1						1			
	% 33.3			25.0	25.0	16.7	100.0	7.9	25.2	33.6	7.9	0.2	8.6	100.0						100.0	0.0%	99.2%	74.4%
E410	# 46	16	3	10	4	2	81							8	2		2	1	1	14			
	% 56.8	19.8	3.7	12.3	4.9	2.5	100.0	10.8	9.8	5.4	NO	NO	0.5	57.1	14.3		14.3	7.1	7.1	100.0	YES	YES	91.1%
E511	# 30	7	3	221	102	11	374							10	4	2	29	8	4	57			
	% 8.0	1.9	0.8	59.1	27.3	2.9	100.0	1.1	59.0	23.8	NO	NO	NO	17.5	7.0	3.5	50.9	14.0	7.0	100.0	YES	YES	YES
E512	# 11	4		33	6	4	58							2			7			9			
	% 19.0	6.9		56.9	10.3	6.9	100.0	5.7	50.7	19.7	NO	NO	9.4	22.2			77.8			100.0	YES	YES	52.2%
E615	# 8	6		56	31	4	105							2			12	9		23			
	% 7.6	5.7		53.3	29.5	3.8	100.0	10.6	46.0	18.2	4.9	NO	NO	8.7			52.2	39.1		100.0	53.8%	YES	YES
E717	# 43	8	1	4			56							4	1	1				6			
	% 76.8	14.3	1.8	7.1			100.0	13.9	4.2	2.5	NO	NO	2.5	66.7	16.7	16.7				100.0	YES	YES	0.0%
E718	# 127	49	10	5			191							14	7	4				25			
	% 66.5	25.7	5.2	2.6			100.0	18.1	3.4	2.1	NO	0.8	2.1	56.0	28.0	16.0					YES	76.9%	0.0%
E819	# 38	23	1	4	14		80							5	6			3		14			
	% 47.5	28.8	1.3	5.0	17.5		100.0	22.0	12.3	15.6	NO	7.3	NO	35.7	42.9			21.4		100.0	YES	40.6%	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 2013: 82.8 percent
Level of Goal Attainment for 2014: 81.4 percent
Level of Goal Attainment for 2015: 83.2 percent

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

President: Harris Pastides
EEO Officer: Bobby D. Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E820	# 39	48	3	8	50	3	151	27.6	3.6	2.6	NO	NO	NO	6	10	1		11	3	31			
	% 25.8	31.8	2.0	5.3	33.1	2.0	100.0							19.4	32.3	3.2		35.5	9.7	100.0	YES	YES	YES
E613	# 9	1		2	3	2	17	31.4	7.2	11.5	25.5	NO	NO	3		1	1		1	6			
	% 52.9	5.9		11.8	17.6	11.8	100.0							50.0		16.7	16.7		16.7	100.0	18.8%	YES	YES
E614	#			1		1	2	5.2	32.3	23.6	5.2	NO	23.6						1	1		*	*
	%			50.0		50.0	100.0												100.0	100.0	0.0%	YES	0.0%
E616	#			2	4		6	2.7	51.6	24.7	2.7	*	18.3								0.0%	64.5%	YES
	%			33.3	66.7		100.0																
E821	#	2		1	7		10	27.0	13.4	18.8	7.0	*	3.4								74.1%	74.6%	YES
	%	20.0		10.0	70.0		100.0																
	#																						
	%																						
	#																						
	%																						

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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 2013: 82.8 percent
Level of Goal Attainment for 2014: 81.4 percent
Level of Goal Attainment for 2015: 83.2 percent

Vocational Rehabilitation, Department of

Agency Director: Barbara G. Hollis

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	2		8	4		23	7.0	35.2	23.4	NO	0.4	6.0		2		1	2		5	YES	98.9%	74.4%
	% 39.1	8.7		34.8	17.4		100.0								40.0		20.0	40.0		100.0			
E2	# 173	72	5	316	244	15	825	7.0	37.5	17.3	NO	NO	NO	24	20	2	60	42	1	149	YES	YES	YES
	% 21.0	8.7	0.6	38.3	29.6	1.8	100.0							16.1	13.4	1.3	40.3	28.2	0.7	100.0			
E3	# 22	6		12	5	1	46	3.3	35.6	8.1	NO	9.5	NO	1			3	3		7	YES	73.3%	YES
	% 47.8	13.0		26.1	10.9	2.2	100.0							14.3			42.9	42.9		100.0			
E5	# 18	14		81	30	2	145	1.4	52.5	11.9	NO	NO	NO	4	2		5	3		14	YES	YES	YES
	% 12.4	9.7		55.9	20.7	1.4	100.0							28.6	14.3		35.7	21.4		100.0			
E6	# 8	4		57	26	3	98	0.2	66.3	11.8	NO	8.1	NO	1			17	10		28	YES	87.8%	YES
	% 8.2	4.1		58.2	26.5	3.1	100.0							3.6			60.7	35.7		100.0			
E8	# 23	4	1	7	7		42	13.2	13.8	10.1				5			4		1	10			
	% 54.8	9.5	2.4	16.7	16.7		100.0				3.7	NO	NO	50.0			40.0		10.0	100.0	72.0%	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 2013: 85.5 percent
 Level of Goal Attainment for 2014: 89.0 percent
 Level of Goal Attainment for 2015: 94.8 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith
EEO Officer: Melissa R. Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	1		2			7	5.4	35.5	8.2	NO	6.9	8.2								YES	80.6%	0.0%
	% 57.1	14.3		28.6			100.0																
E2	# 17	24	1	7	13		62	9.2	36.2	21.2	NO	24.9	0.2	1	8		1	3		13	YES	31.2%	99.1%
	% 27.4	38.7	1.6	11.3	21.0		100.0							7.7	61.5		7.7	23.1		100.0			
E3 and E5	# 3			2	1		6	4.3	44.2	16.8	4.3	10.9	0.1	2						2	0.0%	75.3%	99.4%
	% 50.0			33.3	16.7		100.0							100.0						100.0			
E6	# 1			1	1		3	0.5	65.1	20.7	0.5	31.8	NO								0.0%	51.2%	YES
	% 33.3			33.3	33.3		100.0													100.0			
E7 and E8	# 3	4		1	5		13	23.6	6.7	11.9	NO	NO	NO	1	2					3	YES	YES	YES
	% 23.1	30.8		7.7	38.5		100.0							33.3	66.7					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 75.0 percent
Level of Goal Attainment for 2014: 75.5 percent
Level of Goal Attainment for 2015: 86.4 percent

Winthrop University (Page 1 of 2)

President: Dr. Daniel F. Mahony

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and C2	#	26		3	14			43						2			3			5				
	%	60.5		7.0	32.6			100.0	3.4	41.1	7.6	3.4	8.5	7.6	40.0			60.0			100.0	0.0%	79.3%	0.0%
C3	#	45	2	4	27	2	2	82	1.7	42.9	4.2	NO	10.0	1.8	7		2	1	1	11				
	%	54.9	2.4	4.9	32.9	2.4	2.4	100.0							63.6		18.2	9.1	9.1	100.0	YES	76.7%	57.1%	
C4	#	29	1	2	42	6	3	83	1.6	39.1	7.9	0.4	NO	0.7	2		3	2	1	8				
	%	34.9	1.2	2.4	50.6	7.2	3.6	100.0							25.0		37.5	25.0	12.5	100.0	75.0%	YES	91.1%	
C5	#	26	3	2	42	9	4	86	2.4	36.3	3.3	NO	NO	NO	3	1	2	9	1	1	17			
	%	30.2	3.5	2.3	48.8	10.5	4.7	100.0							17.6	5.9	11.8	52.9	5.9	5.9	100.0	YES	YES	YES
C6 and C7	#	5		2	26	1	1	35	3.5	34.2	9.3	3.5	NO	6.4			2			2				
	%	14.3		5.7	74.3	2.9	2.9	100.0									100.0			100.0	0.0%	YES	31.2%	
C8 and C9	#	27	6	4	24	3	3	67	5.0	29.3	3.2	NO	NO	NO	3	2		2	1	8				
	%	40.3	9.0	6.0	35.8	4.5	4.5	100.0							37.5	25.0		25.0	12.5	100.0	YES	YES	YES	
E1	#	6			13	1		20	3.8	37.4	8.6	3.8	NO	3.6			1			1				
	%	30.0			65.0	5.0		100.0									100.0			100.0	0.0%	YES	58.1%	
E2	#	28	1	1	81	22	2	135	4.1	43.9	9.2	3.4	NO	NO	3		17	5	1	26				
	%	20.7	0.7	0.7	60.0	16.3	1.5	100.0							11.5		65.4	19.2	3.8	100.0	17.1%	YES	YES	
E3	#	19	4		12	4		39	7.8	23.4	8.8	NO	NO	NO	1	1	2	2		6				
	%	48.7	10.3		30.8	10.3		100.0							16.7	16.7		33.3	33.3	100.0	YES	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 2013: 86.2 percent
 Level of Goal Attainment for 2014: 82.6 percent
 Level of Goal Attainment for 2015: 80.0 percent

Winthrop University (Page 2 of 2)

President: Daniel F. Mahony

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 8	2	1	2	1		14	14.7	8.8	4.3	0.4	NO	NO	2						2	97.3%	YES	YES
	% 57.1	14.3	7.1	14.3	7.1		100.0							100.0						100.0			
E5	# 3			24	5	1	33	0.5	61.8	16.5	0.5	NO	1.3					1		1	0.0%	YES	92.1%
	% 9.1			72.7	15.2	3.0	100.0											100.0		100.0			
E6	# 1			47	15	2	65	2.0	62.7	15.5	2.0	NO	NO				7	2	1	10	0.0%	YES	YES
	% 1.5			72.3	23.1	3.1	100.0										70.0	20.0	10.0	100.0			
E7	# 31	4	1	3			39	11.6	3.9	1.6	1.3	NO	1.6	3						3	88.8%	YES	0.0%
	% 79.5	10.3	2.6	7.7			100.0							100.0						100.0			
E8	# 24	9	1	10	41	4	89	18.0	9.6	11.7	7.9	NO	NO	4		1	1	3	1	10	56.1%	YES	YES
	% 27.0	10.1	1.1	11.2	46.1	4.5	100.0							40.0		10.0	10.0	30.0	10.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 86.2 percent
 Level of Goal Attainment for 2014: 82.6 percent
 Level of Goal Attainment for 2015: 80.0 percent

Worker's Compensation Commission

Agency Director: Gary Cannon

EEO Officer: Alicia Osborne

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3	1		5	5.1	28.0	6.5	5.1	NO	NO				1			1	0.0%	YES	YES
	% 20.0			60.0	20.0		100.0										100.0			100.0			
E2 and E3	# 6	2		18	6	1	33	4.3	39.9	14.7	NO	NO	NO	1			1		1	3	YES	YES	YES
	% 18.2	6.1		54.5	18.2	3.0	100.0							33.3			33.3		33.3	100.0			
E5	#			3	2		5	0.5	66.4	19.3	0.5	6.4	NO				1	1		2	0.0%	90.4%	YES
	%			60.0	40.0		100.0										50.0	50.0		100.0			
E6	#			1	2		3	3.9	52.6	22.3	3.9	19.3	NO						1	1	0.0%	63.3%	YES
	%			33.3	66.7		100.0												100.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013: 100.0 percent
 Level of Goal Attainment for 2014: 95.3 percent
 Level of Goal Attainment for 2015: 94.9 percent

SECTION VII

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