

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



**FEBRUARY 1, 2007  
ANNUAL REPORT TO THE GENERAL ASSEMBLY  
SOUTH CAROLINA STATE HUMAN AFFAIRS COMMISSION**



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# SECTION I

## ABOUT THIS REPORT

This report addresses the status of affirmative action in South Carolina state government agencies. In order to understand the report, you must understand what affirmative action is and is not, and what the Human Affairs Commission can and cannot do to implement affirmative action in state government.

Many people perceive affirmative action programs to be synonymous with quotas and preference programs for minorities and women. It is important for people 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 useful benchmarks or indicators of how successful agencies are in achieving equal employment opportunity.

This report is based primarily on the employment data which the Human Affairs Commission collects from state agencies that employ 15 or more employees. The statistical 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.

### **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 identify and eliminate any lingering or current effects of prior discriminatory policies, practices or procedures in the workplace. The goal is equal employment opportunity; the method for achieving this goal is affirmative action.

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

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

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

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

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

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

This report includes employment data on state agencies that employ 15 or more people.

**Exempt Agencies:**

Exemptions can be granted to agencies that achieve availability for minorities and women at all levels of their workforces and 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 58-59 for more detailed explanations of the guidelines used for this report.

**AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS**

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

Accident Fund, State  
Adjutant General's Office  
Aiken Technical College  
Alcohol and Other Drug Abuse Services  
Archives and History, Department of  
Arts Commission  
Auditor's Office, State  
Blind, Commission for the  
Central Carolina Technical College  
Citadel, The  
Clemson University  
College of Charleston  
Commerce, Department of  
Comptroller General's Office  
Consumer Affairs, Office of  
Corrections, Department of  
Deaf and Blind, School for the  
Denmark Technical College  
Disabilities and Special Needs, Department of  
Education, Department of  
Educational Television Commission  
Election Commission, State  
Employment Security Commission  
Financial Institutions, South Carolina Board of  
Florence-Darlington Technical College  
Forestry Commission  
Francis Marion University  
Governor's Office  
Governor's School for Science and Mathematics  
Greenville Technical College  
Health and Environmental Control  
Health and Human Services, Department of  
Horry-Georgetown Technical College  
\*Housing, Finance and Development Authority, South Carolina  
Insurance, Department of  
John de la Howe School

Juvenile Justice, Department of  
Labor, Licensing and Regulation, Department of  
Law Enforcement Division, State  
Library, State  
Medical University Hospital Authority  
Medical University of South Carolina  
Mental Health, Department of  
Midlands Technical College  
Motor Vehicles, Department of  
Museum Commission  
Natural Resources, Department of  
Northeastern Technical College  
Opportunity School, Wil Lou Gray  
Orangeburg-Calhoun Technical College  
Piedmont Technical College  
Ports Authority, State  
Public Safety, Department of  
Public Service Commission  
Revenue, Department of  
Second Injury Fund, South Carolina  
Secretary of State  
Social Services, Department of  
South Carolina Education Lottery  
South Carolina State University  
Spartanburg Technical College  
Technical and Comprehensive Education, State Board of  
Technical College of the Low Country  
Treasurer's Office, South Carolina State  
Trident Technical College  
University of South Carolina  
Vocational Rehabilitation, Department of  
Williamsburg Technical College  
Winthrop University  
Workers' Compensation Commission  
York Technical College

**AGENCIES WITH AFFIRMATIVE ACTION PLANS**  
**PENDING APPROVAL**

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

Coastal Carolina University  
Commission on Higher Education  
Governor's School for Arts and Humanities  
Lander University

**AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS**

State Housing, Finance and Development Authority

## SECTION II

## Report Summary

### Highlights

A comparison of state government's total workforce on September 30, 2006 with last year's report indicated a slight decrease from 63,004 employees to 62,899 employees.

Table II, on page 11, displays the distribution of state employees by number and percentage within paybands. The charts in Section VI of this report display the various state agencies' workforces, and include information on availability estimates, hiring activity and goal attainment.

- Eighty-six (86) state agencies are included in this year's report. Seventy-nine (79) of the agencies achieved at least 70 percent of their projected goals.
- 82 state agencies have approved AAPS and 4 have submitted AAPS that are "pending approval." Pending Approval status usually means the AAP has been submitted for SCHAC's review but needs some revisions or additions. No agency is disapproved at this date.
- One state agency, Housing, Finance and Development Authority, has been granted "Exempt Status" from the Affirmative Action reporting requirements. They have exhibited that they have created an equal employment opportunity environment in the workplace.
- Two state agencies, the Arts Commission and the Commission on Higher Education achieved 100% of their employment goals during this reporting period.
- Six state agencies and one regional report from the USC system, achieved less than 70% of their goals during this reporting period. They are Lander University(57%), The Citadel (57.7%), Lieutenant Governor's Office ( 66.7%), USC Regional Campuses(69.3%), Forestry Commission (69.4%)<,Patriot's Point(69.5%), and Denmark Technical College(69.7%).
- Several of these agencies have shown a steady decrease in the percent of goals attained. Each agencies goal attainment is tracked for the last three years on the bottom of the agency's chart in Section VI of this report.

Overall the distribution of employees within state government changed very little from last year's report. Once again, the most significant disparities appear in the upper salary bands and EEO job groups.

While there is evidence of some progress for women and minorities in the upper levels of state government, the charts and graphic displays in this section reveal a widening gap in the salaries of white and black employees and men and women.

During this reporting period, a total of 301 new hires or promotions were reported within the top EEO job categories (includes E-1 C-1, C-2 & T-1 categories). Forty-five percent of the new hires/promotions were white males; thirty-one percent were white females; ten percent were black males; twelve percent were black females and three percent were other race groups.

The following display shows that the gap between the weighted average salaries for black and white employees assigned to Executive level job groups widened significantly from \$5,162 in 2005 to \$6,743 in 2006. The gender gap also increased. Male employees averaged \$72,297 and female employees averaged \$63,993 in the same job categories.

**E1: Executive Category**

**2005 Weighted Mean Salary (Race)**

<u>White Employees</u>	<u>Black Employees</u>	<u>Difference</u>
\$68,107	\$62,945	\$5,162

**2006 Weighted Mean Salary (Race)**

<u>White Employees</u>	<u>Black Employees</u>	<u>Difference</u>
\$69,621	\$62,878	\$6,743

**2005 Weighted Mean Salary (Gender)**

<u>Male Employees</u>	<u>Female Employees</u>	<u>Difference</u>
\$70,777	\$62,722	\$8,055

**2006 Weighted Mean Salary (Gender)**

<u>Male Employees</u>	<u>Female Employees</u>	<u>Difference</u>
\$72,297	\$63,993	\$8,304

The last two charts in this section show the distribution by race and gender of state government employees in the top three paybands compared with their representation in state government's total workforce. For example, while black employees represent 33.66 percent of the total workforce, they only make up 11.89 percent of employment in the three highest paybands.

### **The Future:**

We are ultimately seeking a state government workforce that is reflective of South Carolina's diverse population. One of the most important steps in achieving that goal is a general agreement that diversity and equal employment opportunity are fundamental and indispensable values from which we all benefit.

### **The Opportunity:**

State government anticipates numerous hiring and promotion opportunities in the next few years. Ideas for improving the female and minority representation at all levels of state government were mentioned in the 2005 report and we encourage all state agencies to take advantage of this opportunity for positive change.

The affirmative steps are:

- Training: This requires that agencies plan ahead to identify the current employees who may be promotable with training and experience. Training also requires that agencies' managers and supervisors are knowledgeable about employment laws and methods for preventing and eliminating discrimination. *The Human Affairs Commission provides such training.*
- Recruitment: This is an essential component of any Affirmative Action Program. It is important that state agencies begin now to review their recruitment procedures to insure that they are reaching a diverse applicant pool. *Only with a diverse applicant pool can we ensure equal opportunity in the selection process.*
- Selection: The final component in securing a more diverse workforce is in the selection process. Agencies should ensure that their selection processes do not adversely impact any group of employees. *With a fair selection process and successful training and recruitment programs in place, the end result will be a talented and diverse state government.*



**TABLE I**  
**STATE OF SOUTH CAROLINA**  
**PAY BAND**

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 10,712	\$ 17,635	\$ 24,558
02	\$ 16,156	\$ 23,024	\$ 29,892
03	\$ 19,659	\$ 28,017	\$ 36,375
04	\$ 23,918	\$ 34,084	\$ 44,251
05	\$ 29,102	\$ 41,474	\$ 53,846
06	\$ 35,414	\$ 50,467	\$ 65,521
07	\$ 43,090	\$ 61,404	\$ 79,718
08	\$ 52,428	\$ 74,713	\$ 96,999
09	\$ 63,790	\$ 90,905	\$118,020
10	\$ 77,616	\$110,606	\$143,597

Effective June 2, 2006

**Table II**

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

Run Date: 09/29/06

BAND	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>00</b>	<b>5076</b>	<b>48.04</b>	<b>459</b>	<b>4.34</b>	<b>443</b>	<b>4.18</b>	<b>3799</b>	<b>35.95</b>	<b>542</b>	<b>5.13</b>	<b>246</b>	<b>2.32</b>	<b>10565</b>
01	100	9.94	238	23.65	1	0.09	127	12.62	525	52.18	15	1.48	1006
<b>02</b>	<b>999</b>	<b>19.98</b>	<b>1236</b>	<b>24.72</b>	<b>32</b>	<b>0.64</b>	<b>613</b>	<b>12.26</b>	<b>2101</b>	<b>42.02</b>	<b>19</b>	<b>0.38</b>	<b>5000</b>
03	1590	13.83	1596	13.89	63	0.54	4003	34.84	4120	35.86	117	1.01	11489
<b>04</b>	<b>3250</b>	<b>24.59</b>	<b>1816</b>	<b>13.74</b>	<b>85</b>	<b>0.63</b>	<b>4495</b>	<b>34.01</b>	<b>3459</b>	<b>26.17</b>	<b>110</b>	<b>0.82</b>	<b>13215</b>
05	3296	31.15	1024	9.67	85	0.79	4049	38.26	2028	19.16	99	0.92	10581
<b>06</b>	<b>2575</b>	<b>38.36</b>	<b>532</b>	<b>7.92</b>	<b>61</b>	<b>0.90</b>	<b>2580</b>	<b>38.44</b>	<b>896</b>	<b>13.35</b>	<b>67</b>	<b>0.99</b>	<b>6711</b>
07	1618	49.95	204	6.29	47	1.44	1067	32.94	273	8.42	30	0.91	3239
<b>08</b>	<b>517</b>	<b>58.15</b>	<b>57</b>	<b>6.41</b>	<b>9</b>	<b>1.00</b>	<b>250</b>	<b>28.12</b>	<b>51</b>	<b>5.73</b>	<b>5</b>	<b>0.55</b>	<b>889</b>
09	87	64.92	9	6.71	3	2.23	30	22.38	5	3.73	0	0	134
<b>10</b>	<b>41</b>	<b>58.57</b>	<b>3</b>	<b>4.28</b>	<b>5</b>	<b>7.13</b>	<b>11</b>	<b>15.71</b>	<b>5</b>	<b>7.14</b>	<b>5</b>	<b>7.14</b>	<b>70</b>
<b>TOTAL</b>	<b>19149</b>	<b>30.44</b>	<b>7174</b>	<b>11.4</b>	<b>834</b>	<b>1.32</b>	<b>21024</b>	<b>33.42</b>	<b>14005</b>	<b>22.26</b>	<b>713</b>	<b>0.66</b>	<b>62899</b>

TABLE III -- Page 1 of 2

Number and Percent Change by Race and Sex  
September 2005 and 2006  
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>00</b>													
2005	5172	49.48	451	4.31	419	4.0	3669	35.1	524	4.01	217	2.1	10452
2006	5076	48.04	459	4.34	443	4.18	3799	35.95	542	5.13	246	2.32	10565
<b>Change</b>	<b>- 96</b>	<b>- 1.44</b>	<b>+ 8</b>	<b>+ 0.03</b>	<b>+ 24</b>	<b>+ 0.18</b>	<b>+ 130</b>	<b>+ 0.85</b>	<b>+ 18</b>	<b>+ 1.12</b>	<b>+ 29</b>	<b>+ 0.22</b>	<b>+ 113</b>
<b>01</b>													
2005	114	10.2	281	25.15	1	0.1	137	12.26	571	51.11	13	1.2	1117
2006	100	9.94	238	23.65	1	0.09	127	12.62	525	5.13	15	1.48	1006
<b>Change</b>	<b>- 14</b>	<b>- 0.26</b>	<b>- 43</b>	<b>- 1.50</b>	<b>0</b>	<b>- 0.01</b>	<b>- 10</b>	<b>+ 0.36</b>	<b>- 46</b>	<b>- 45.98</b>	<b>+ 2</b>	<b>+ 0.28</b>	<b>- 111</b>
<b>02</b>													
2005	1009	19.96	1236	24.45	32	0.1	639	12.64	2126	42.06	12	0.2	5054
2006	999	19.98	1236	24.72	32	0.64	613	12.26	2101	42.02	19	0.38	5000
<b>Change</b>	<b>- 10</b>	<b>+ 0.02</b>	<b>0</b>	<b>+ 0.27</b>	<b>0</b>	<b>+ 0.54</b>	<b>- 26</b>	<b>- 0.38</b>	<b>- 25</b>	<b>- 0.04</b>	<b>+ 7</b>	<b>+ 0.18</b>	<b>- 54</b>
<b>03</b>													
2005	1581	13.51	1687	14.42	68	0.6	4168	35.62	4095	35	106	0.9	11699
2006	1590	13.83	1596	13.89	63	0.54	4003	34.84	4120	35.86	117	1.01	11489
<b>Change</b>	<b>+ 9</b>	<b>+ 0.32</b>	<b>- 91</b>	<b>- 0.53</b>	<b>- 5</b>	<b>- 0.06</b>	<b>- 165</b>	<b>- 0.78</b>	<b>+ 25</b>	<b>+ 0.86</b>	<b>+ 11</b>	<b>+ 0.11</b>	<b>- 210</b>
<b>04</b>													
2005	3222	25.08	1741	13.55	69	0.5	4484	34.91	3234	25.17	94	0.7	12844
2006	3250	24.59	1816	13.74	85	0.63	4495	34.01	3459	26.17	110	0.82	13215
<b>Change</b>	<b>+ 28</b>	<b>- 0.49</b>	<b>+ 75</b>	<b>+ 0.19</b>	<b>+ 16</b>	<b>+ 0.13</b>	<b>+ 11</b>	<b>- 0.90</b>	<b>+ 225</b>	<b>+ 1.00</b>	<b>+ 16</b>	<b>+ 0.12</b>	<b>+ 371</b>
<b>05</b>													
2005	3443	32.12	998	9.31	82	0.8	4141	38.63	1964	18.32	91	0.8	10719
2006	3296	31.15	1024	9.67	85	0.79	4049	38.26	2028	19.16	99	0.92	10581
<b>Change</b>	<b>- 147</b>	<b>- 0.97</b>	<b>+ 26</b>	<b>+ 0.36</b>	<b>+ 3</b>	<b>- 0.01</b>	<b>- 92</b>	<b>- 0.37</b>	<b>+ 64</b>	<b>+ 0.84</b>	<b>+ 8</b>	<b>+ 0.12</b>	<b>- 138</b>

TABLE III -- Page 2 of 2

Number and Percent Change by Race and Sex  
Between September 2005 and 2006  
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>06</b>													
2005	2624	38.85	520	7.7	60	0.9	2624	38.85	861	12.74	64	0.9	6753
2006	2575	38.36	532	7.92	61	0.9	2580	38.44	896	13.35	67	0.99	6711
<b>Change</b>	<b>- 49</b>	<b>- 0.49</b>	<b>+ 12</b>	<b>+ 0.22</b>	<b>+ 1</b>	<b>0.00</b>	<b>- 44</b>	<b>- 0.41</b>	<b>+ 35</b>	<b>+ 0.61</b>	<b>+ 3</b>	<b>+ 0.09</b>	<b>- 42</b>
<b>07</b>													
2005	1695	51.94	199	6.09	45	1.4	1041	31.9	257	7.87	26	0.8	3263
2006	1618	49.95	204	6.29	47	1.44	1067	32.94	273	8.42	30	0.91	3239
<b>Change</b>	<b>- 77</b>	<b>- 1.99</b>	<b>+ 5</b>	<b>+ 0.20</b>	<b>+ 2</b>	<b>+ 0.04</b>	<b>+ 26</b>	<b>+ 1.04</b>	<b>+ 16</b>	<b>+ 0.55</b>	<b>+ 4</b>	<b>+ 0.11</b>	<b>- 24</b>
<b>08</b>													
2005	549	61.89	50	5.63	7	0.8	229	25.81	48	5.41	4	0.5	887
2006	517	58.15	57	6.41	9	1	250	28.12	51	5.73	5	0.55	889
<b>Change</b>	<b>- 32</b>	<b>- 3.74</b>	<b>+ 7</b>	<b>+ 0.78</b>	<b>+ 2</b>	<b>+ 0.20</b>	<b>+ 21</b>	<b>+ 2.31</b>	<b>+ 3</b>	<b>+ 0.32</b>	<b>+ 1</b>	<b>+ 0.05</b>	<b>+ 2</b>
<b>09</b>													
2005	101	67.33	10	6.66	4	2.70	29	19.33	5	3.33	1	0.7	150
2006	87	64.92	9	6.71	3	2.23	30	22.38	5	3.73	0	0	134
<b>Change</b>	<b>- 14</b>	<b>- 2.41</b>	<b>- 1</b>	<b>+ 0.05</b>	<b>- 1</b>	<b>- 0.47</b>	<b>+ 1</b>	<b>+ 3.05</b>	<b>0</b>	<b>+ 0.40</b>	<b>- 1</b>	<b>- 0.70</b>	<b>- 16</b>
<b>10</b>													
2005	39	59.09	3	4.54	6	9.1	10	15.15	4	6.06	4	6.6	66
2006	41	58.57	3	4.28	5	7.13	11	15.71	5	7.14	5	7.14	70
<b>Change</b>	<b>+ 2</b>	<b>- 0.52</b>	<b>0</b>	<b>- 0.26</b>	<b>- 1</b>	<b>- 1.97</b>	<b>+ 1</b>	<b>+ 0.56</b>	<b>+ 1</b>	<b>+ 1.08</b>	<b>+ 1</b>	<b>+ 0.54</b>	<b>+ 4</b>
<b>Total</b>													
2005	19549	31.02	7176	11.38	793	1.3	21171	33.6	13689	21.72	626	1	63004
2006	19149	30.44	7174	11.4	834	1.32	21024	33.42	14005	22.26	713	0.66	62899
<b>Change</b>	<b>- 400</b>	<b>- 0.58</b>	<b>- 2</b>	<b>+ 0.02</b>	<b>+ 41</b>	<b>+ 0.02</b>	<b>- 147</b>	<b>- 0.18</b>	<b>+ 316</b>	<b>+ 0.54</b>	<b>+ 87</b>	<b>- 0.34</b>	<b>- 105</b>

**TABLE IV (PAGE 1)**

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

Run Date: 9/30/05

SALARY IN 1,000s	WHITE		MALE BLACK		ALL OTHERS		WHITE		FEMALE BLACK		ALL OTHERS		<u>TOTAL</u>
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
0-2	1	25.00	1	25.00			2	50.00					4
2-3	1	100.00											1
3-4													0
4-5	19	76.00	1	4.00	1	4.00	3	12.00			1	4.00	25
5-6	4	100.00											4
6-7	2	100.00											2
7-8													0
8-9	2	66.66					1	33.33					3
9-10	2	100.00											2
10-11	5	62.50			1	12.50	2	25.00					8
11-12			1	16.67					4	66.66	1	16.66	6
12-13	5	19.23	5	19.23					16	61.53			26
13-14	2	2.66	15	20.00			4	5.33	53	70.66	1	1.33	75
14-15	7	5.00	31	22.14	1	0.71	16	11.42	80	57.14	5	3.56	140
15-16	15	10.00	34	22.67			15	10.00	82	54.66	4	2.66	150
16-17	45	13.27	72	21.24	3	0.87	60	17.69	157	46.31	2	0.58	339
17-18	105	22.98	141	30.85	5	1.09	51	11.16	146	31.95	9	1.97	457
18-19	91	9.28	171	17.43	3	0.31	122	12.44	590	60.14	4	0.41	981
19-20	281	17.91	259	16.51	10	0.64	349	22.24	657	41.87	13	0.83	1569
20-21	181	13.55	199	14.90	9	0.67	336	25.15	595	44.54	16	1.20	1336
21-22	185	12.87	190	13.21	5	0.35	439	30.53	606	42.14	13	0.90	1438
22-23	212	13.96	250	16.46	8	0.53	447	29.43	590	38.84	12	0.79	1519
23-24	370	15.23	321	13.21	14	0.58	756	31.11	939	38.64	30	1.23	2430
24-25	244	14.20	260	15.13	12	0.70	552	32.13	635	36.96	15	0.87	1718
25-26	423	18.91	344	15.38	24	1.07	690	30.84	722	32.28	34	1.52	2237
26-27	455	19.35	459	19.52	24	1.02	657	27.95	736	31.31	20	0.85	2351
27-28	429	18.68	377	16.41	8	0.35	697	30.34	765	33.30	21	0.91	2297
28-29	388	20.53	274	14.50	15	0.79	654	34.60	550	29.10	9	0.48	1890
29-30	755	25.82	451	15.42	27	0.92	868	29.69	797	27.26	26	0.89	2924
30-31	434	22.89	297	15.66	14	0.74	655	34.55	482	25.42	14	0.74	1896
31-32	396	23.59	217	12.92	10	0.60	580	34.54	463	27.58	13	0.77	1679
32-33	425	26.12	236	14.51	13	0.80	587	36.08	353	21.70	13	0.80	1627

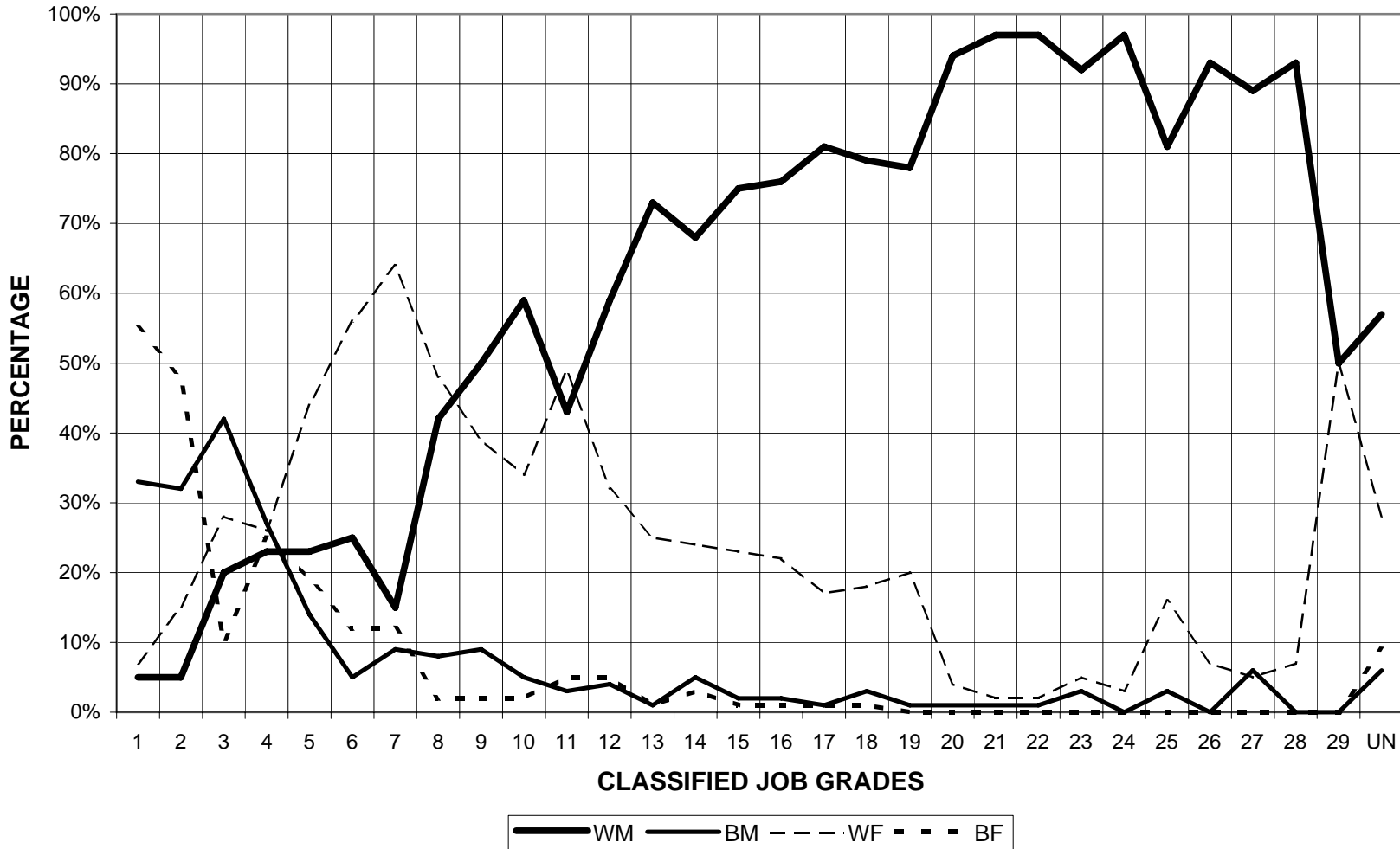
**TABLE IV (PAGE 2)**  
**HUMAN RESOURCE INFORMATION SYSTEM**  
**EMPLOYMENT REPORT BY SEX AND RACE WITHIN AGENCY AND SALARY**  
**CLASS AND UNCLASS FULL AND PART TIME POSITIONS**

SALARY IN 1,000s	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>33-34</b>	<b>369</b>	<b>24.36</b>	<b>199</b>	<b>13.14</b>	<b>8</b>	<b>0.53</b>	<b>573</b>	<b>37.82</b>	<b>352</b>	<b>23.23</b>	<b>14</b>	<b>0.92</b>	<b>1515</b>
34-35	399	25.03	215	13.49	8	0.50	597	37.45	363	22.77	12	0.75	1594
<b>35-36</b>	<b>467</b>	<b>30.56</b>	<b>154</b>	<b>10.08</b>	<b>13</b>	<b>0.85</b>	<b>594</b>	<b>38.87</b>	<b>288</b>	<b>18.85</b>	<b>12</b>	<b>0.79</b>	<b>1528</b>
36-37	442	31.94	177	12.79	14	1.01	475	34.32	261	18.86	15	1.08	1384
<b>37-38</b>	<b>344</b>	<b>29.08</b>	<b>107</b>	<b>9.04</b>	<b>11</b>	<b>0.93</b>	<b>484</b>	<b>40.91</b>	<b>217</b>	<b>18.34</b>	<b>20</b>	<b>1.69</b>	<b>1183</b>
38-39	494	37.88	116	8.90	12	0.92	464	35.58	201	15.41	17	1.30	1304
<b>39-40</b>	<b>415</b>	<b>35.38</b>	<b>110</b>	<b>9.38</b>	<b>10</b>	<b>0.85</b>	<b>458</b>	<b>39.05</b>	<b>173</b>	<b>14.75</b>	<b>7</b>	<b>0.60</b>	<b>1173</b>
40-41	337	31.00	105	9.66	12	1.10	443	40.75	181	16.65	9	0.83	1087
<b>41-42</b>	<b>372</b>	<b>34.25</b>	<b>90</b>	<b>8.29</b>	<b>10</b>	<b>0.92</b>	<b>466</b>	<b>42.91</b>	<b>137</b>	<b>12.62</b>	<b>11</b>	<b>1.01</b>	<b>1086</b>
42-43	348	35.15	85	8.59	10	1.01	400	40.40	138	13.94	9	0.91	990
<b>43-44</b>	<b>372</b>	<b>40.00</b>	<b>94</b>	<b>10.11</b>	<b>9</b>	<b>0.97</b>	<b>313</b>	<b>33.66</b>	<b>136</b>	<b>14.62</b>	<b>6</b>	<b>0.65</b>	<b>930</b>
44-45	317	36.44	67	7.70	9	1.03	363	41.72	106	12.18	8	0.92	870
<b>45-46</b>	<b>263</b>	<b>36.08</b>	<b>52</b>	<b>7.13</b>	<b>9</b>	<b>1.23</b>	<b>299</b>	<b>41.02</b>	<b>92</b>	<b>12.62</b>	<b>14</b>	<b>1.92</b>	<b>729</b>
46-47	281	37.37	64	8.51	8	1.06	298	39.63	94	12.50	7	0.93	752
<b>47-48</b>	<b>317</b>	<b>45.81</b>	<b>47</b>	<b>6.79</b>	<b>11</b>	<b>1.59</b>	<b>235</b>	<b>33.96</b>	<b>72</b>	<b>10.40</b>	<b>10</b>	<b>1.45</b>	<b>692</b>
48-49	232	34.58	50	7.45	7	1.04	285	42.47	86	12.82	11	1.64	671
<b>49-50</b>	<b>215</b>	<b>36.75</b>	<b>41</b>	<b>7.01</b>	<b>6</b>	<b>1.03</b>	<b>251</b>	<b>42.91</b>	<b>65</b>	<b>11.11</b>	<b>7</b>	<b>1.20</b>	<b>585</b>
50 UP	7681	48.95	795	5.07	460	2.93	5483	34.94	1025	6.53	248	1.58	15692
<b>TOTAL</b>	<b>19149</b>	<b>30.44</b>	<b>7174</b>	<b>11.41</b>	<b>834</b>	<b>1.33</b>	<b>21024</b>	<b>33.43</b>	<b>14005</b>	<b>22.27</b>	<b>713</b>	<b>1.13</b>	<b>62899</b>

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

March, 1972

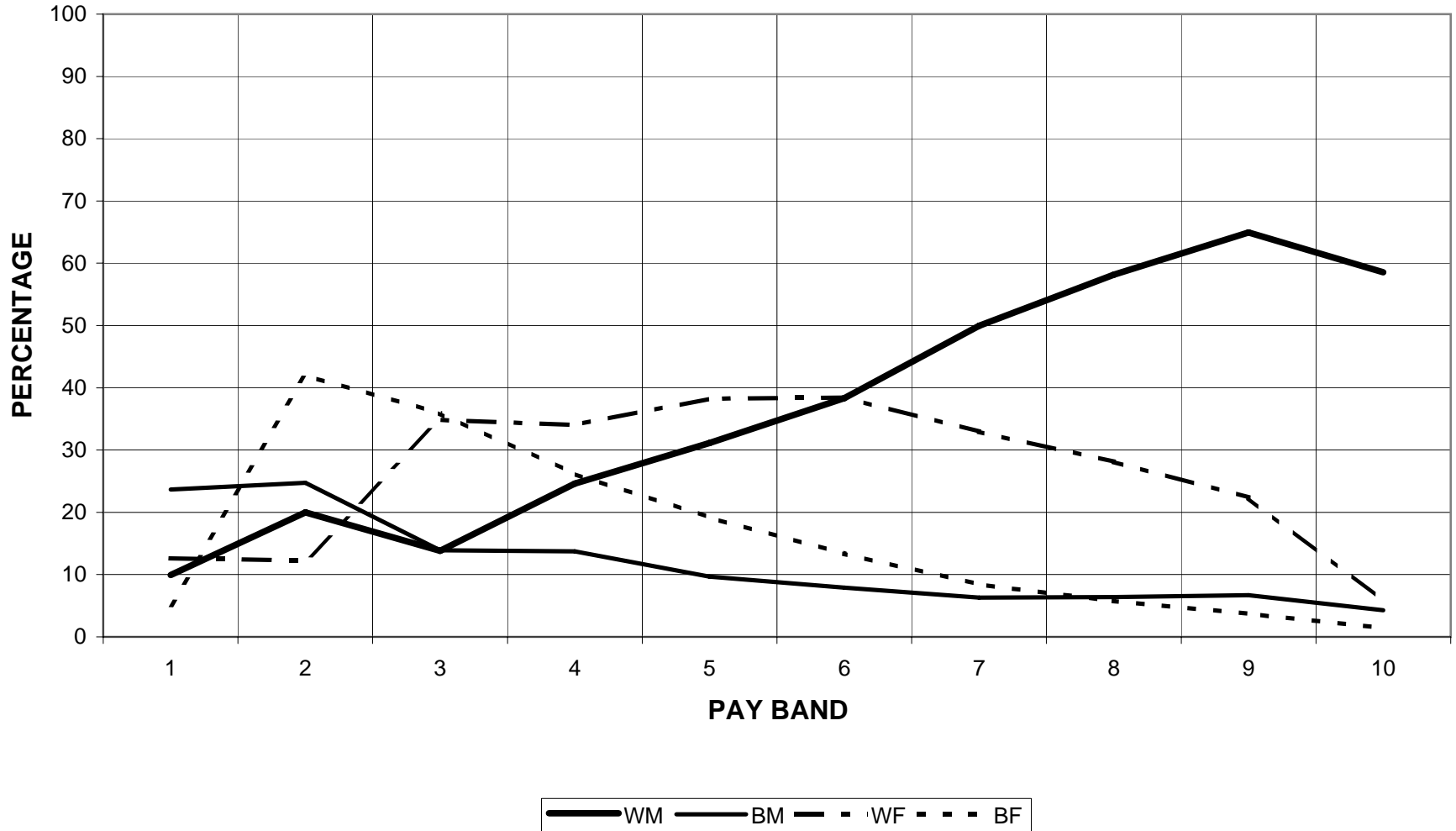
Data Source: Bureau of Urban and Regional Affairs, University of South Carolina,  
 Provided by the South Carolina Human Affairs Commission



# STATE EMPLOYMENT BY PAY BAND

SEPTEMBER 30, 2006

Source: South Carolina State Office of Human Resources

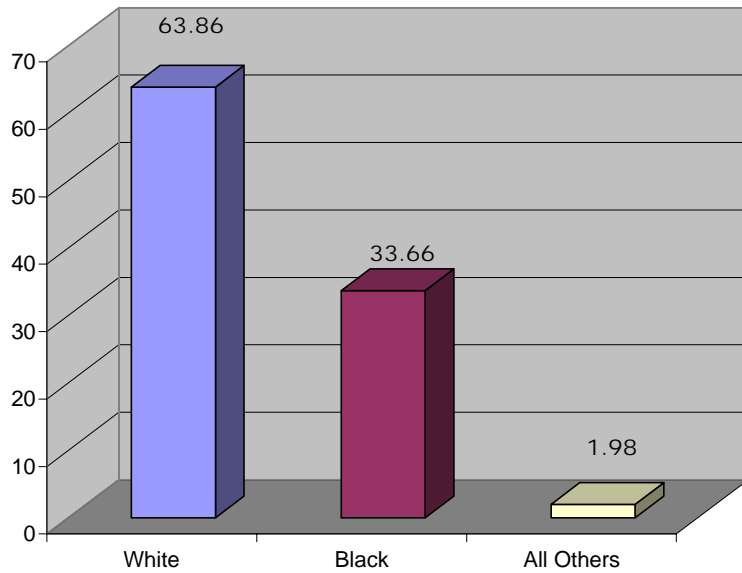




## Representation by Race State Government Workforce (Chart A) and Top Three Pay Bands (Chart B)

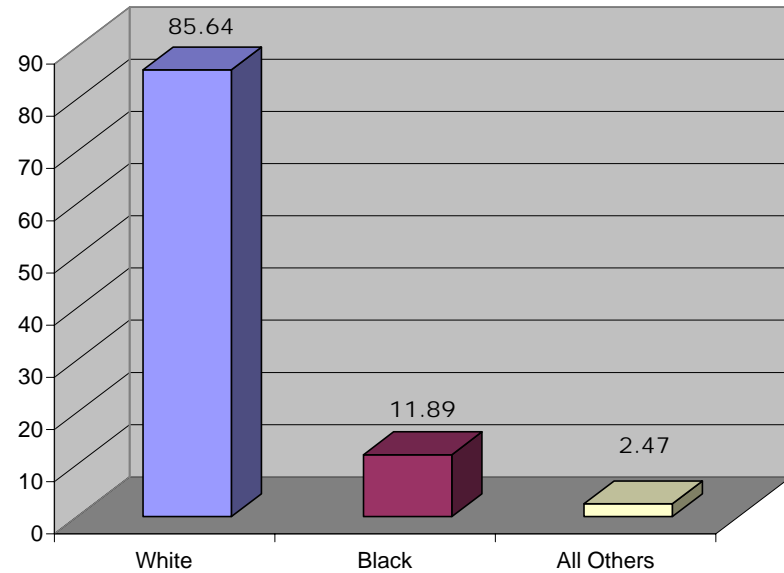
**Chart A**

Percent Composition of State Government Workforce by Race



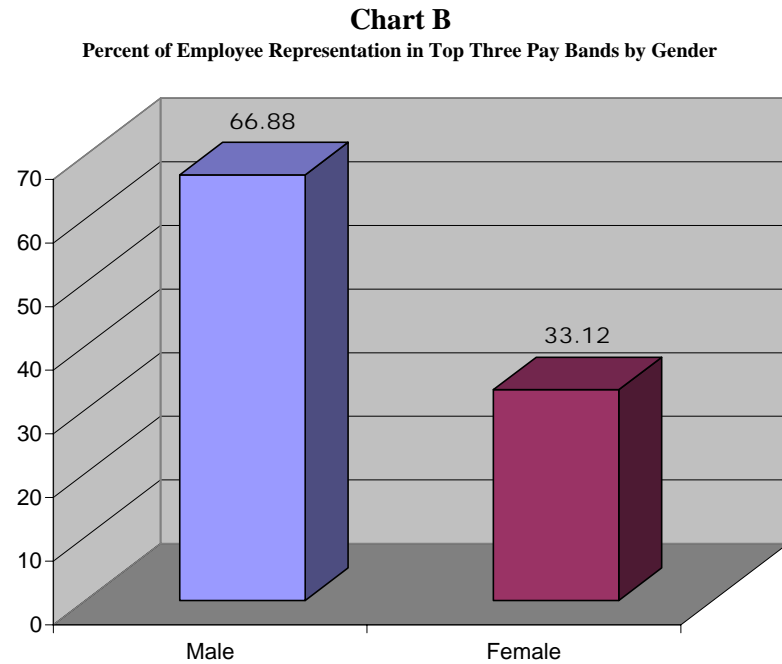
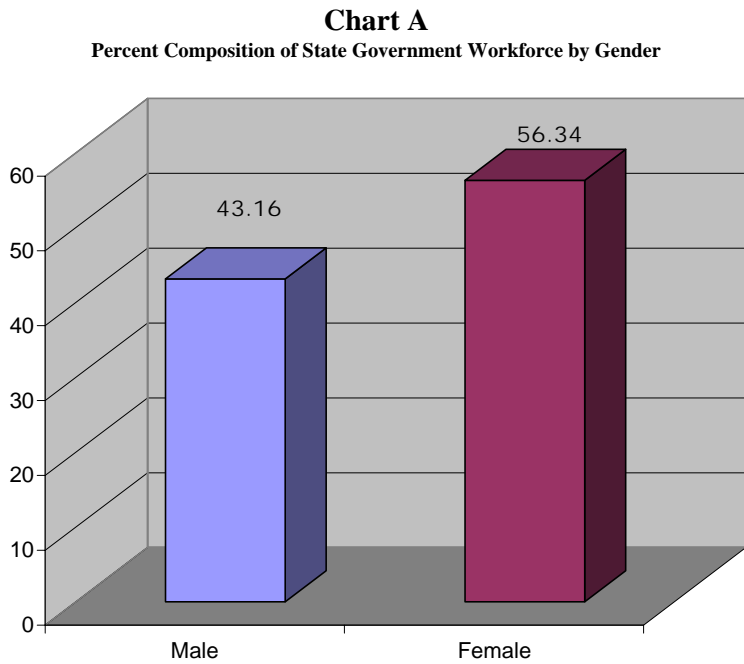
**Chart B**

Percent of Employee Representation in Top Three Pay Bands by Race



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

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

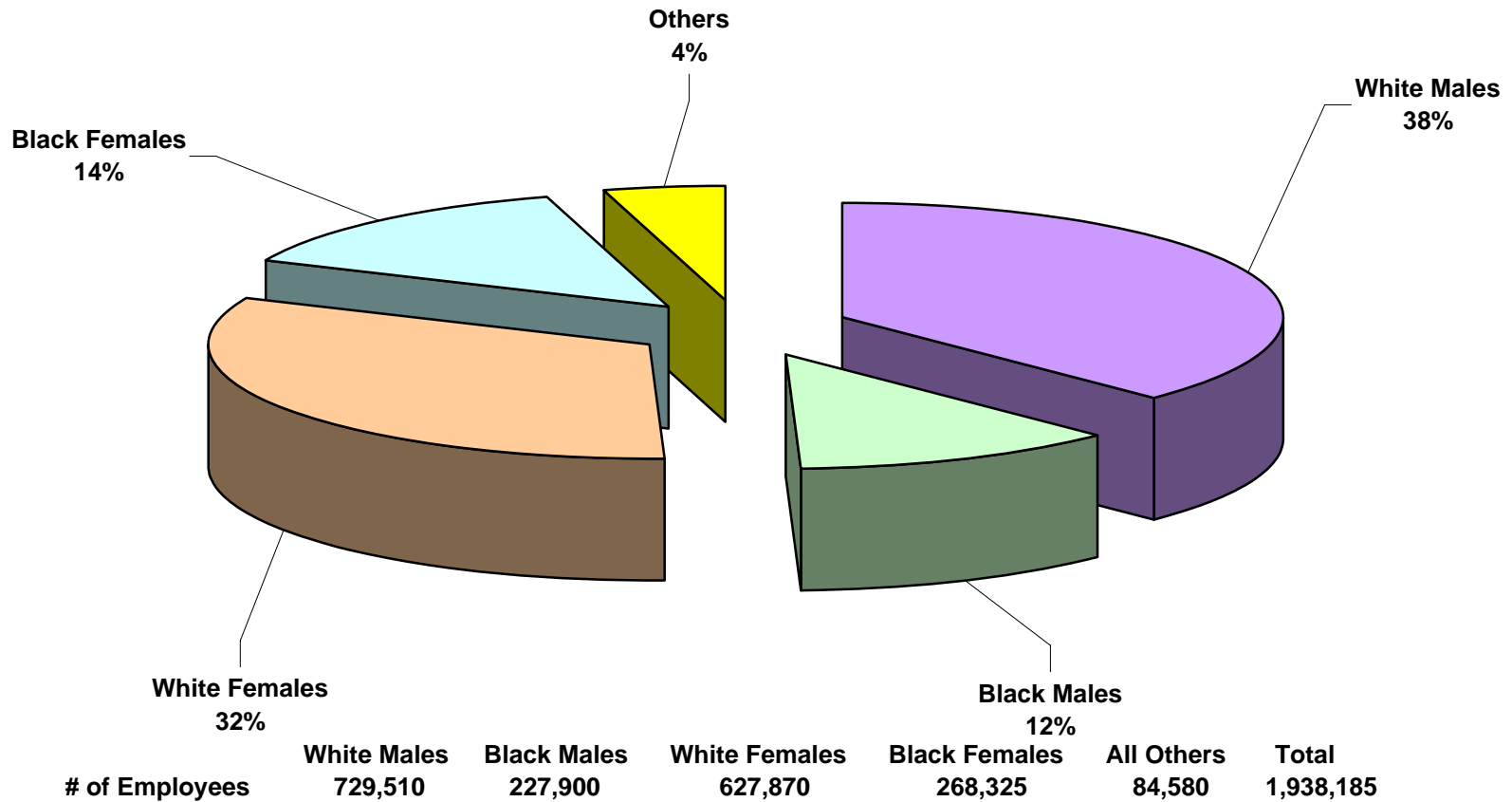


**Note:** Percentages may not add up to exactly 100% due to rounding

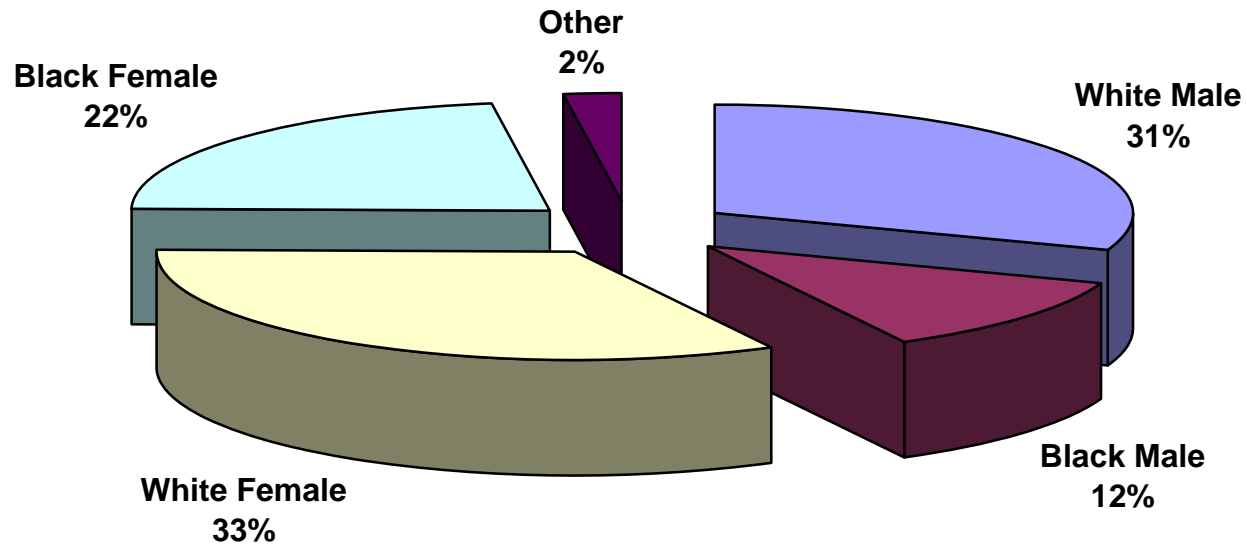
# SECTION III

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

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



## Composition of State Government Workforce by Race and Sex September 30, 2006



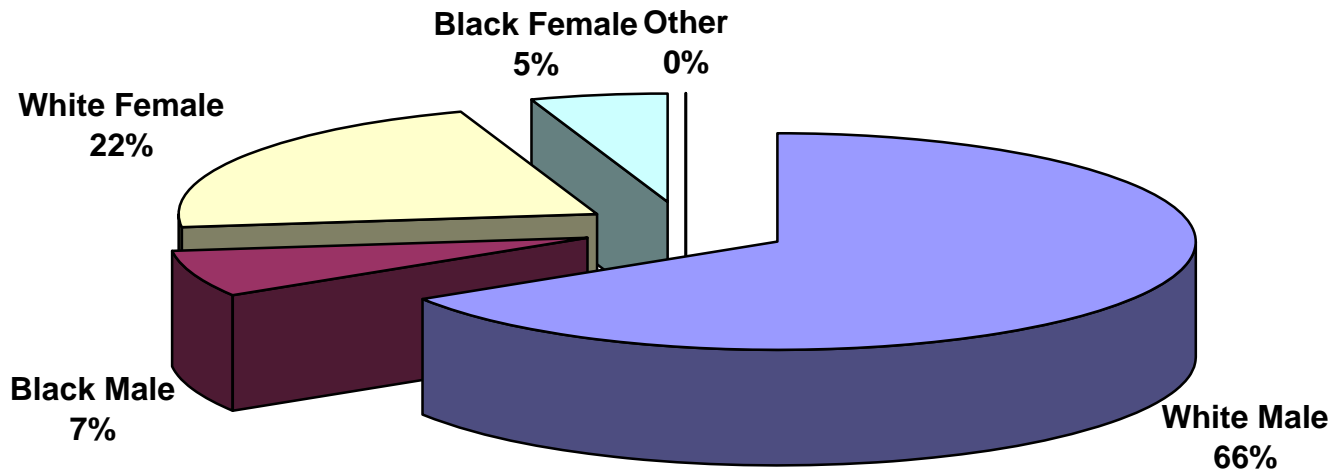
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	18946	7152	20560	13942	1425	62025
Average Salary	\$49,620	\$33,338	\$40,409	\$30,332	\$51,060	\$40,136

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

**AGENCY HEADS**  
September 30, 2006



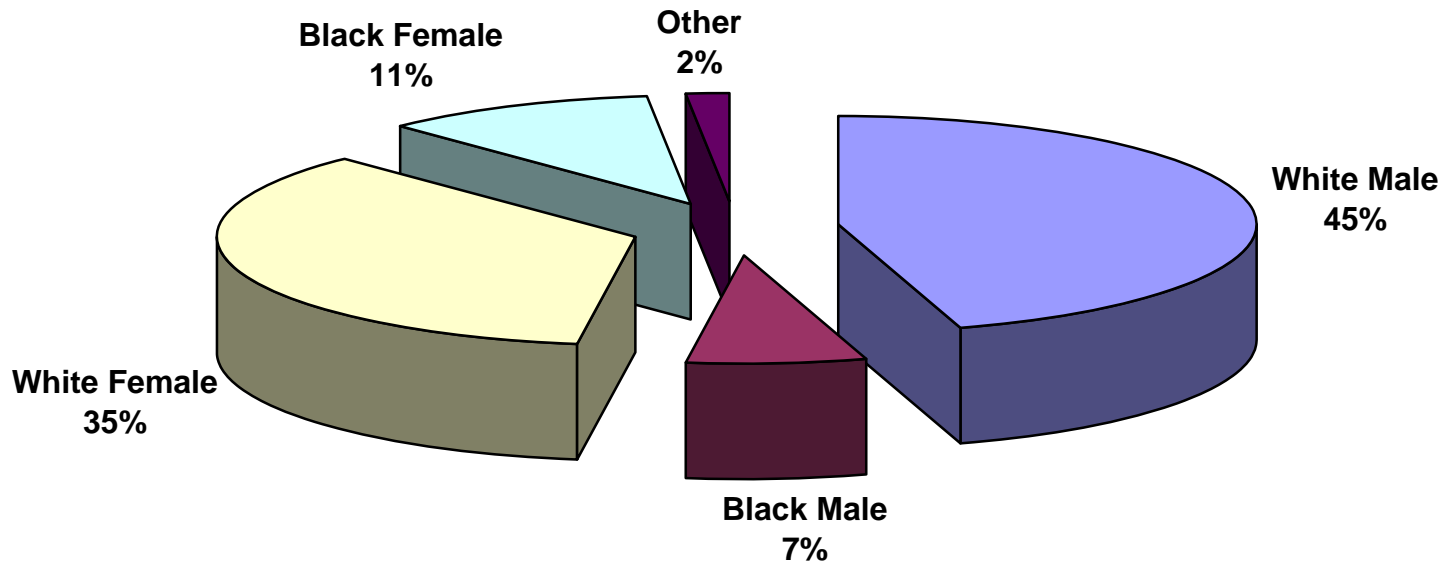
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	49	5	16	4	0	74
Average Salary	\$101,063	\$103,040	\$89,222	\$93,908	\$0	\$98,250

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

**E1: EXECUTIVES**  
**September 30, 2006**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	942	146	737	225	32	2082
Average Salary	\$73,258	\$66,102	\$64,973	\$60,787	\$72,884	\$68,401

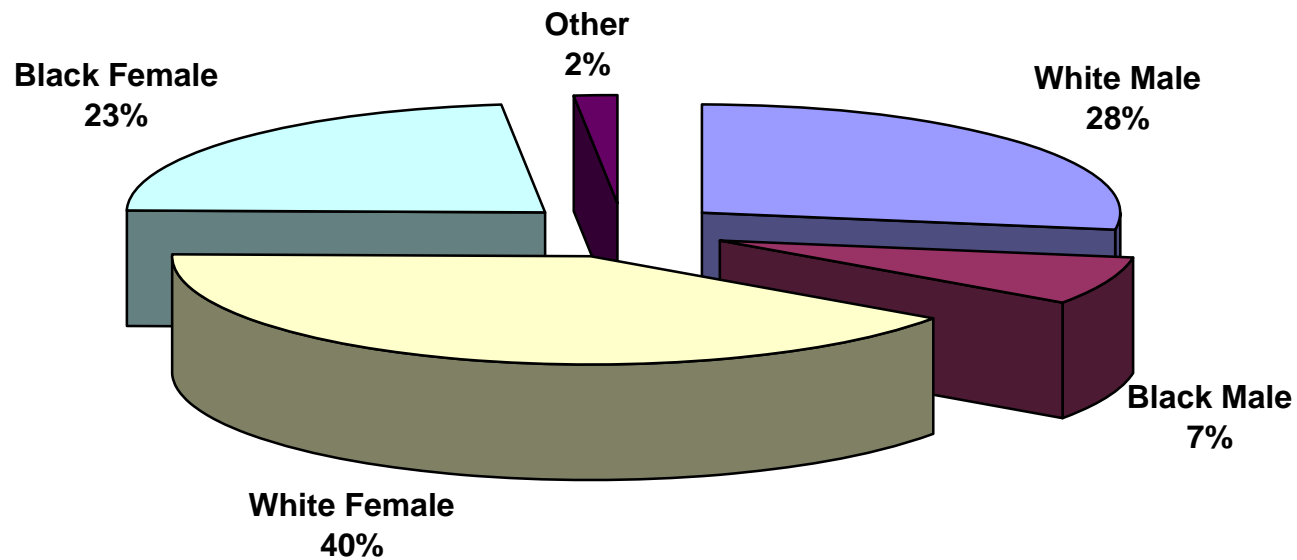
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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

## E2: PROFESSIONALS

September 30, 2006



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	5993	1596	8860	5085	388	21922
Average Salary	\$49,728	\$40,472	\$42,009	\$35,937	\$51,687	\$42,609

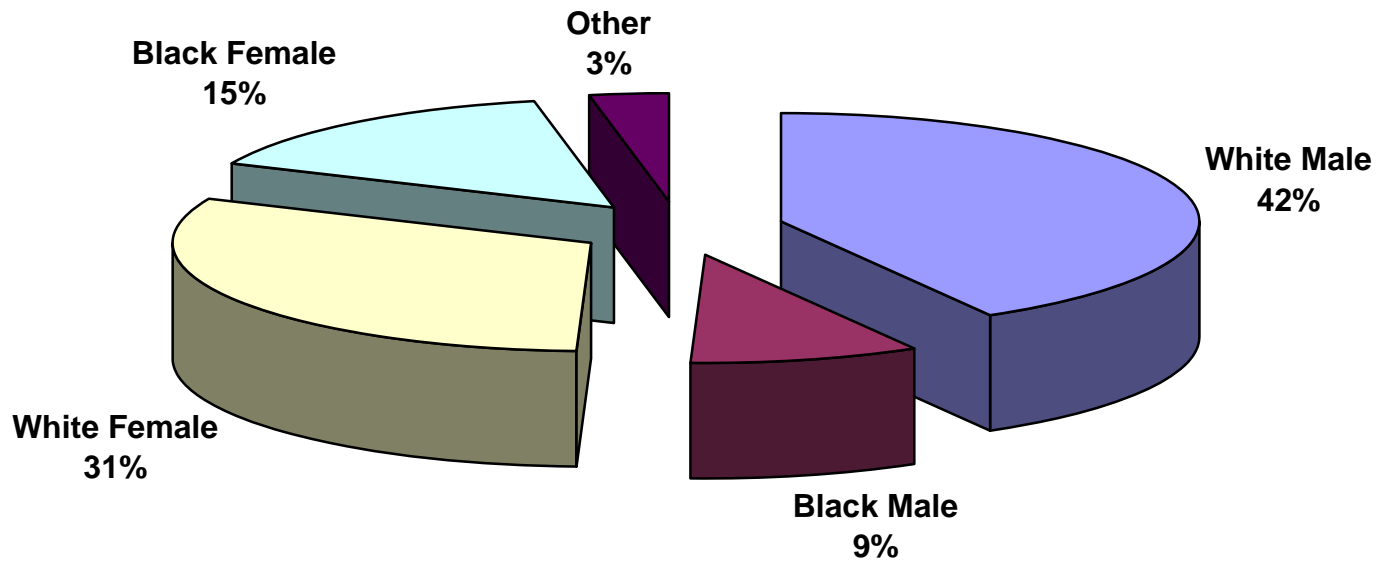
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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



**E3: TECHNICIANS**  
**September 30, 2006**



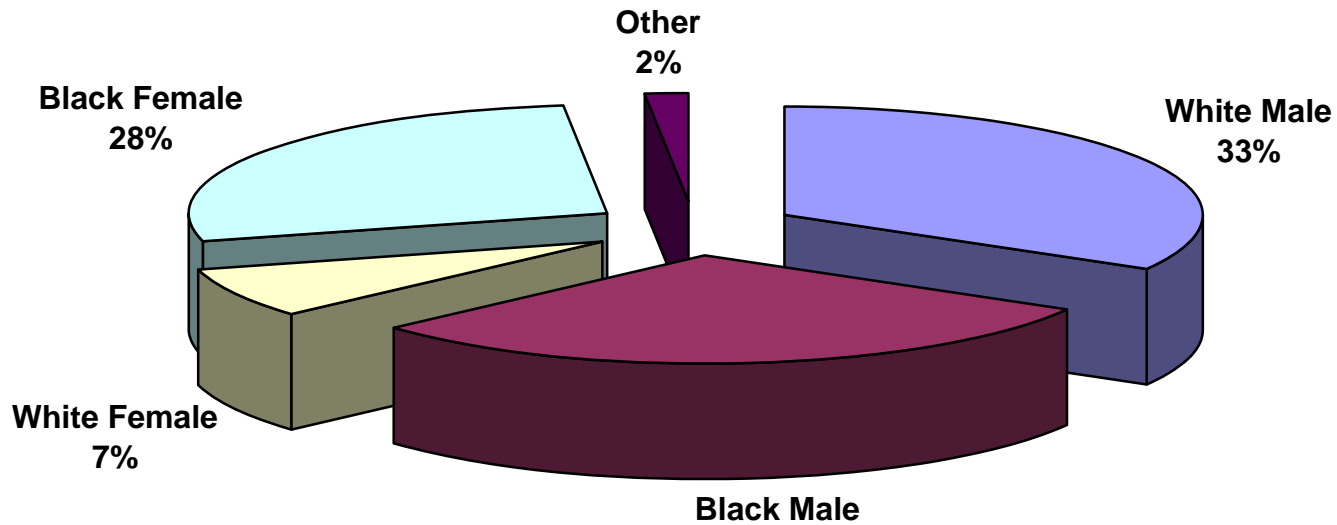
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	1608	334	1202	583	121	3848
Average Salary	\$38,355	\$35,743	\$35,774	\$31,348	\$38,760	\$36,192

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

**E4: PROTECTIVE SERVICES**  
September 30, 2006



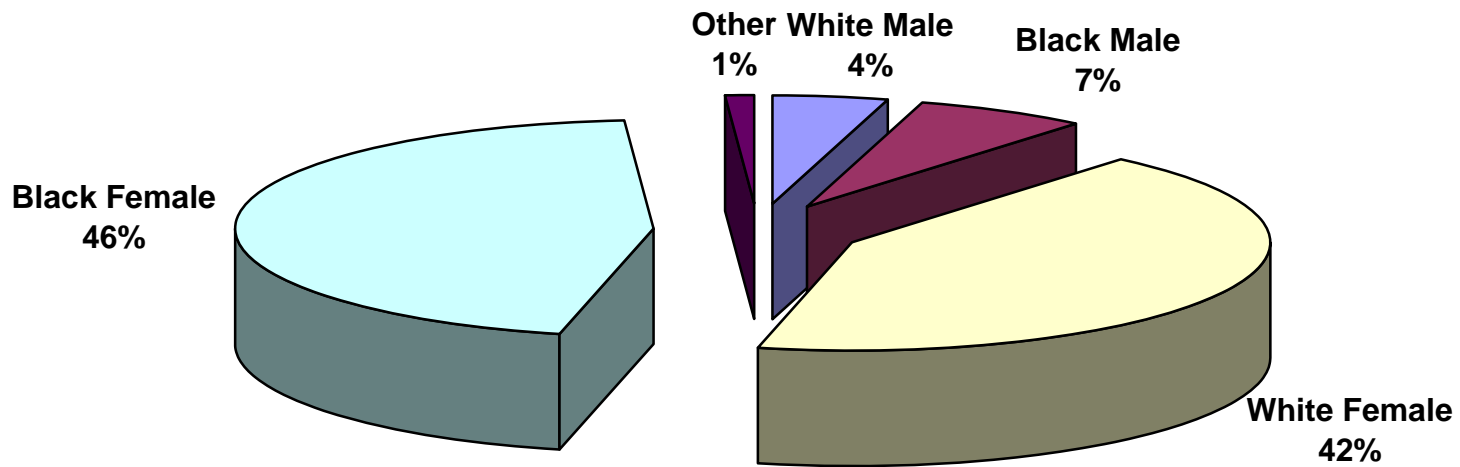
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	2125	1908	474	1751	98	6356
Average Salary	\$33,276	\$29,866	\$30,336	\$27,658	\$29,438	\$30,441

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

**E5: PARAPROFESSIONALS**  
September 30, 2006



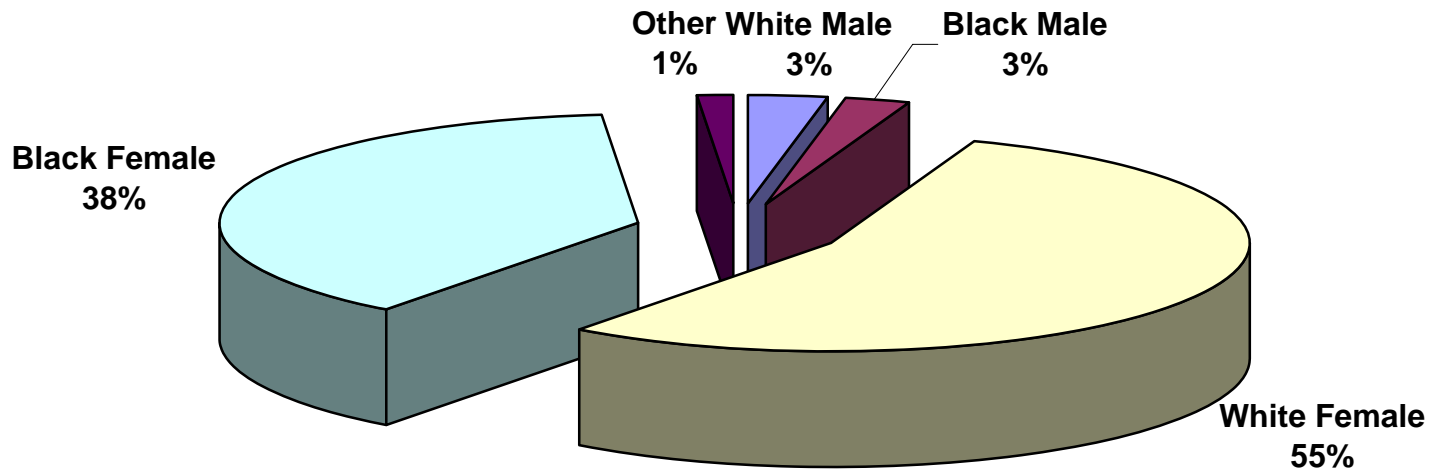
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	272	413	2599	2767	69	6120
Average Salary	\$26,651	\$22,293	\$29,573	\$23,525	\$25,554	\$26,179

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

**E6:SECRETARIAL/CLERICAL**  
 September 30, 2006



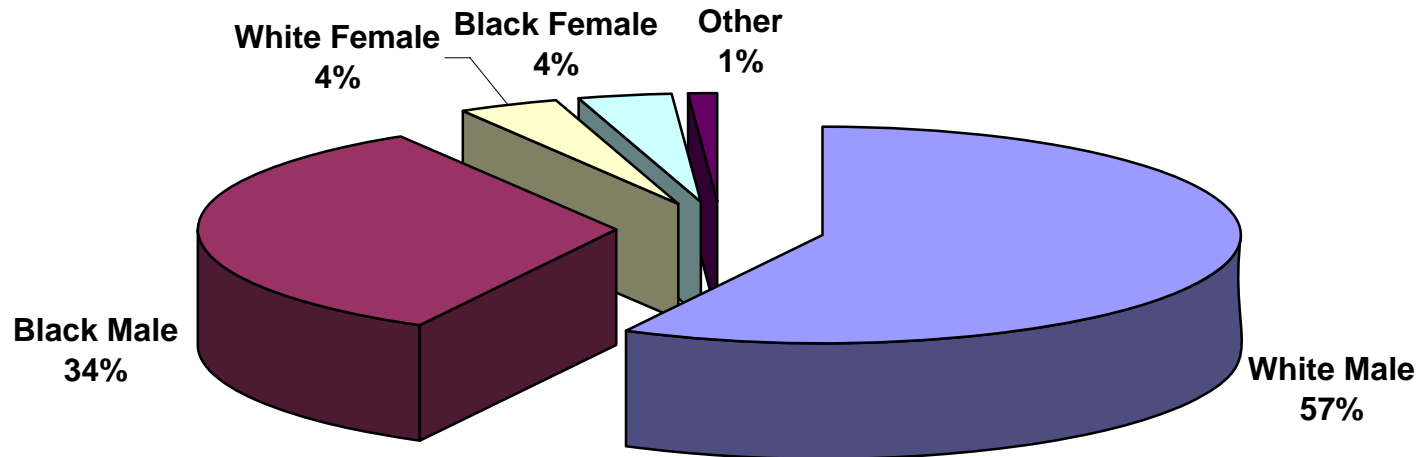
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	160	143	2921	2057	68	5349
Average Salary	\$24,216	\$23,848	\$24,972	\$24,080	\$23,943	\$24,572

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

**E7: SKILLED CRAFT**  
 September 30, 2006



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	2727	1592	179	176	47	4721
Average Salary	\$30,138	\$27,443	\$25,154	\$24,313	\$26,649	\$28,810

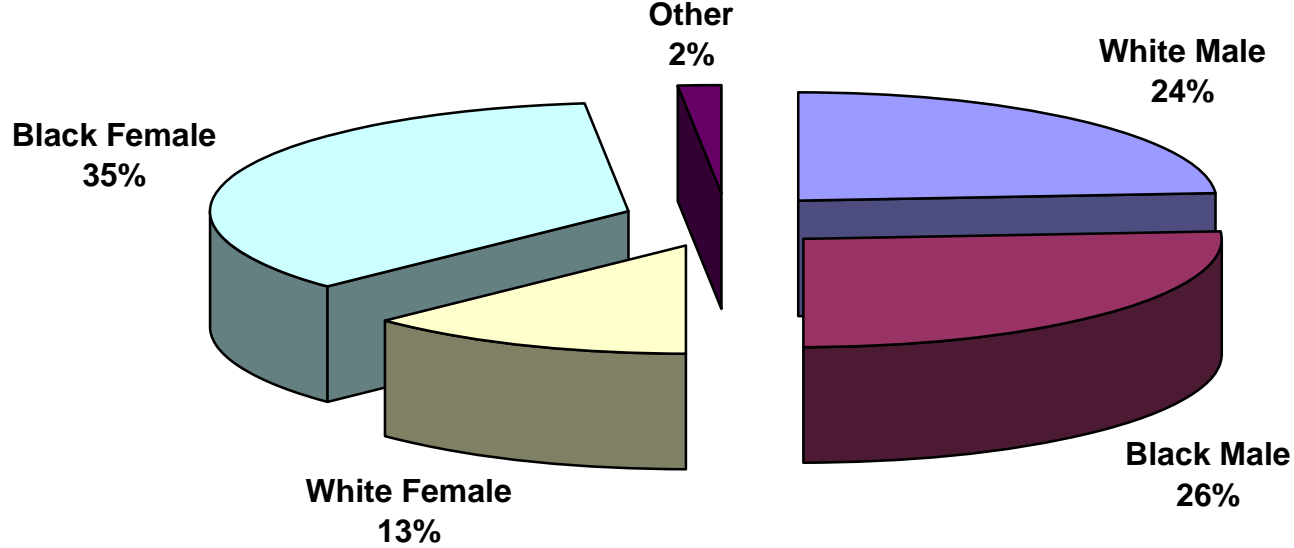
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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

# E8: SERVICE MAINTENANCE

September 30, 2006



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	576	633	307	858	38	2412
Average Salary	\$27,684	\$22,262	\$22,304	\$19,313	\$21,623	\$22,517

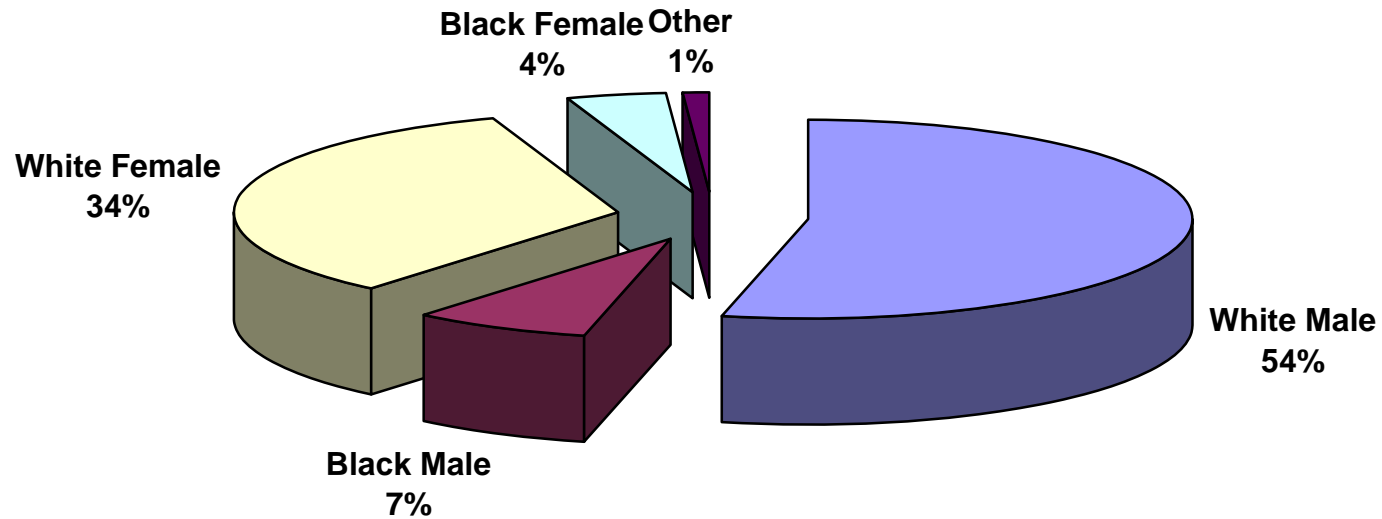
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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

### C1: EXECUTIVE (NON-ACADEMIC)

September 30, 2006



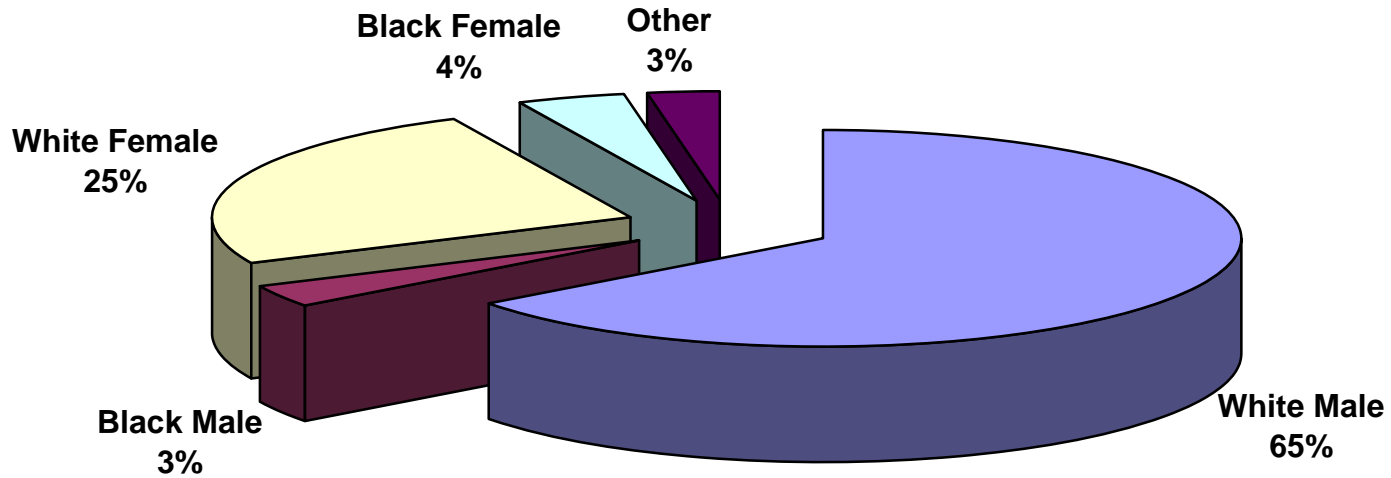
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	51	7	32	4	1	95
Average Salary	\$139,854	\$117,929	\$106,507	\$110,680	\$102,258	\$125,628

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

**C2: EXECUTIVE (ACADEMIC)**  
September 30, 2006



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	311	16	121	19	14	481
Average Salary	\$113,052	\$93,775	\$95,485	\$71,375	\$129,505	\$106,144

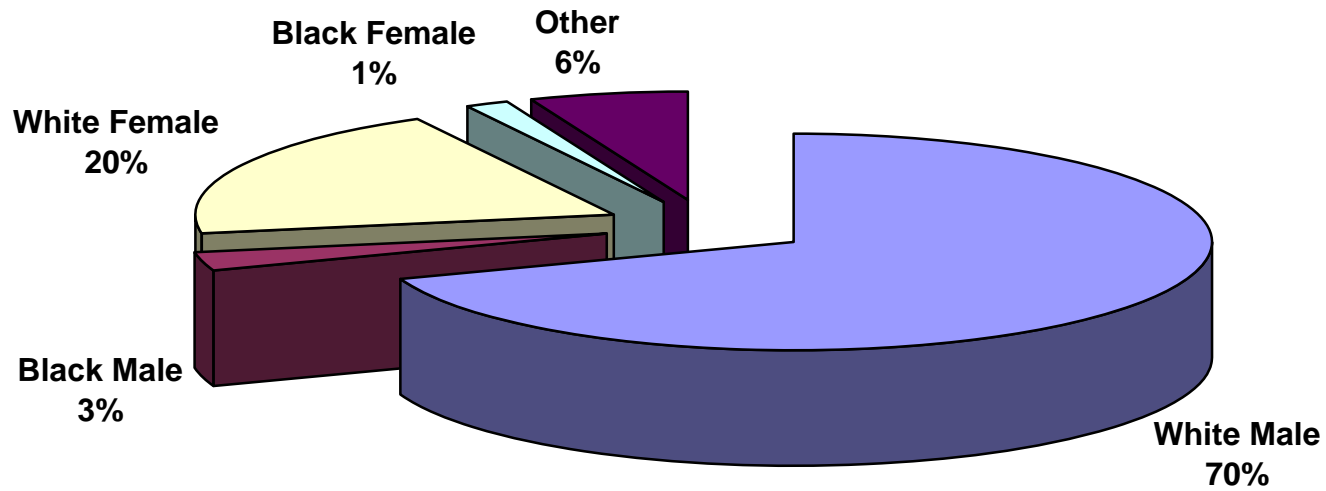
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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



**C3: PROFESSORS**  
 September 30, 2006



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	959	38	280	20	86	1383
Average Salary	\$95,955	\$79,003	\$87,008	\$86,753	\$95,269	\$93,384

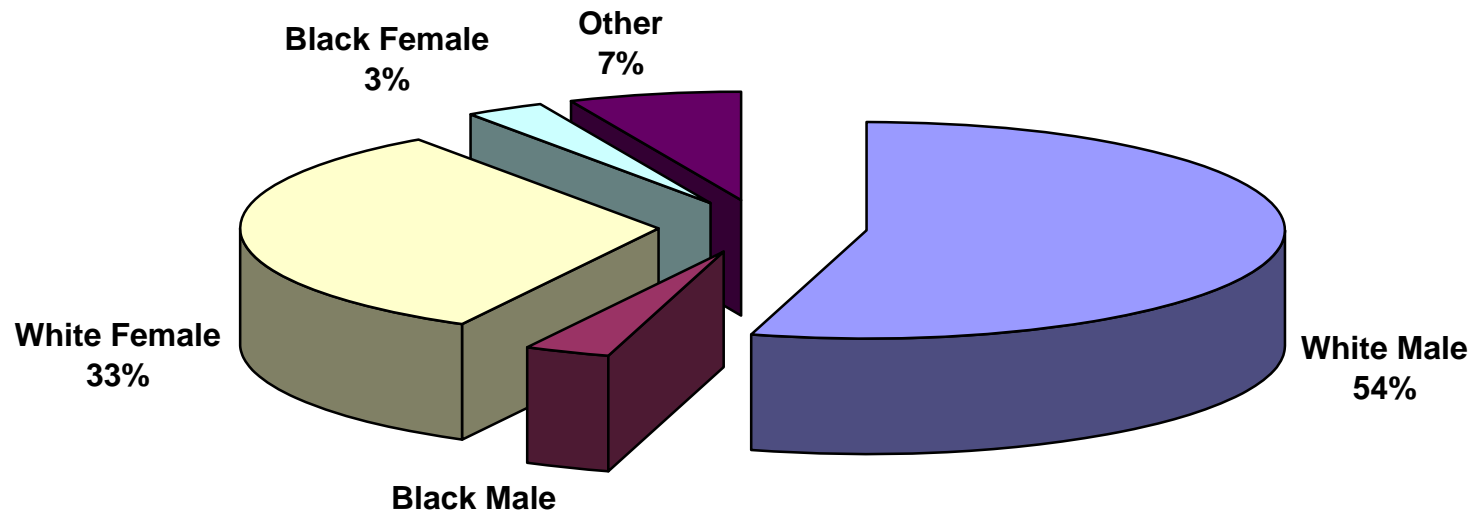
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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

## C4: ASSOCIATE PROFESSORS

September 30, 2006



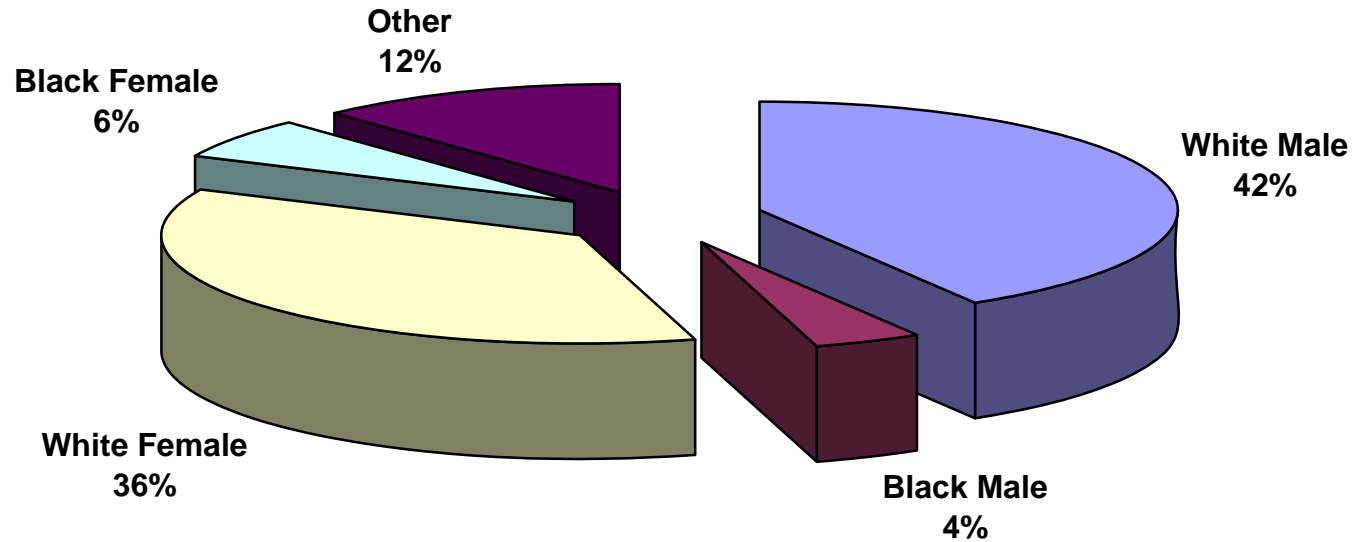
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	750	46	450	42	92	1380
Average Salary	\$70,756	\$67,982	\$67,192	\$70,755	\$70,985	\$69,412

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

**C5: ASSISTANT PROFESSORS**  
September 30, 2006



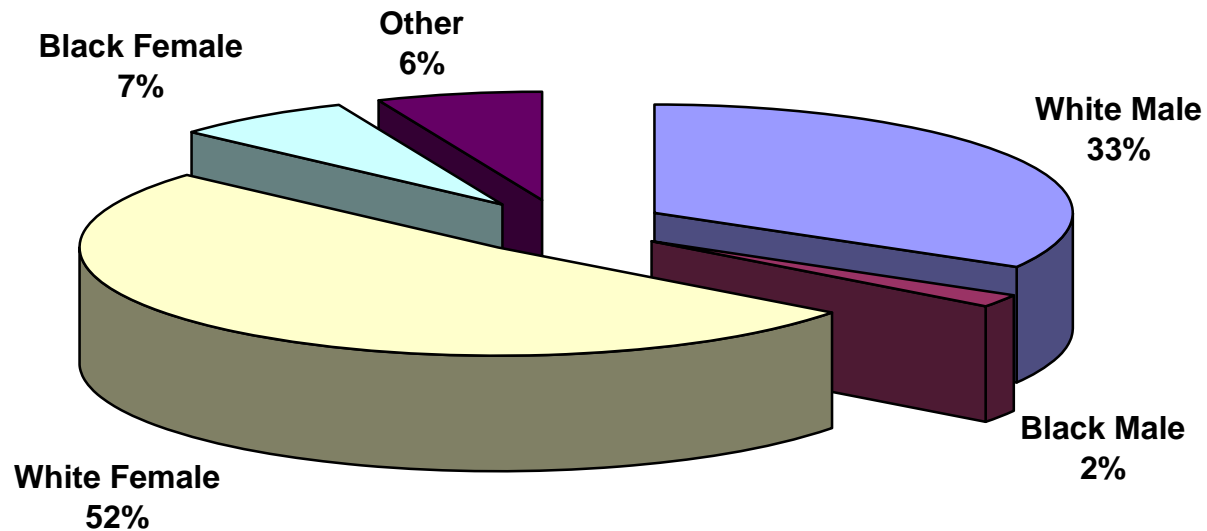
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	722	73	635	105	208	1743
Average Salary	\$60,253	\$59,975	\$54,776	\$56,816	\$61,590	\$57,736

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

**C6: INSTRUCTORS**  
September 30, 2006



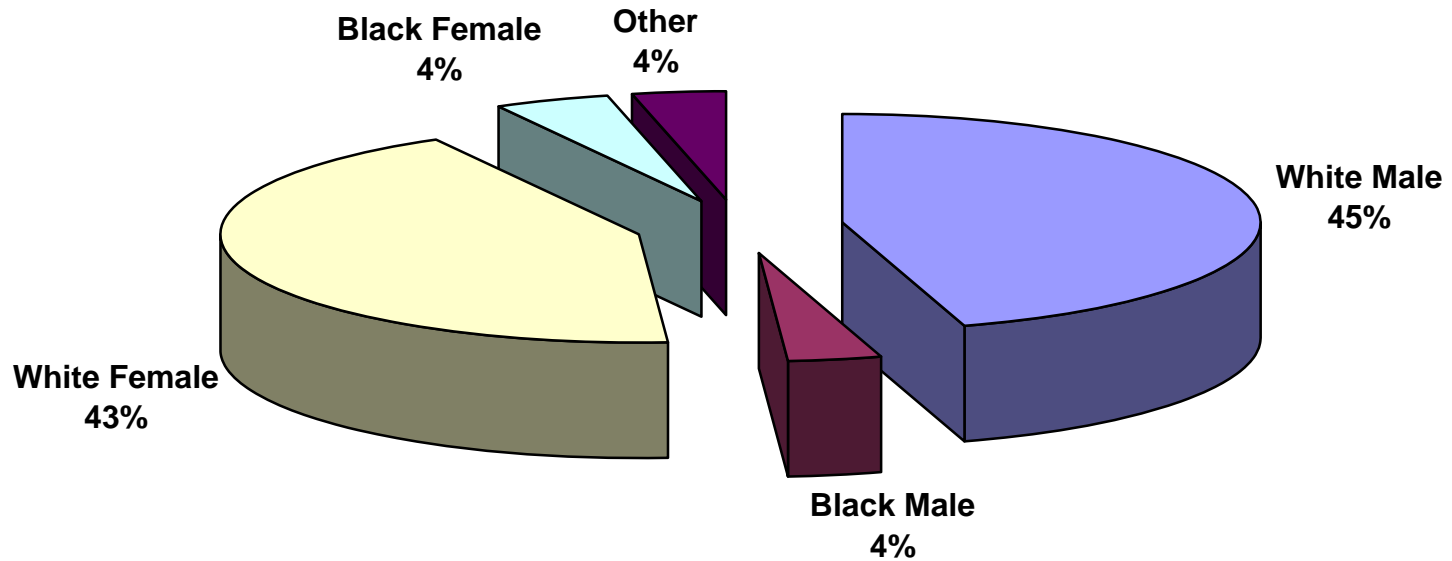
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	244	15	377	51	47	734
Average Salary	\$49,038	\$42,577	\$45,556	\$45,909	\$43,651	\$46,754

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

**C7: LECTURERS**  
**September 30, 2006**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	174	14	166	17	14	385
Average Salary	\$59,723	\$61,468	\$51,412	\$47,572	\$39,141	\$55,513

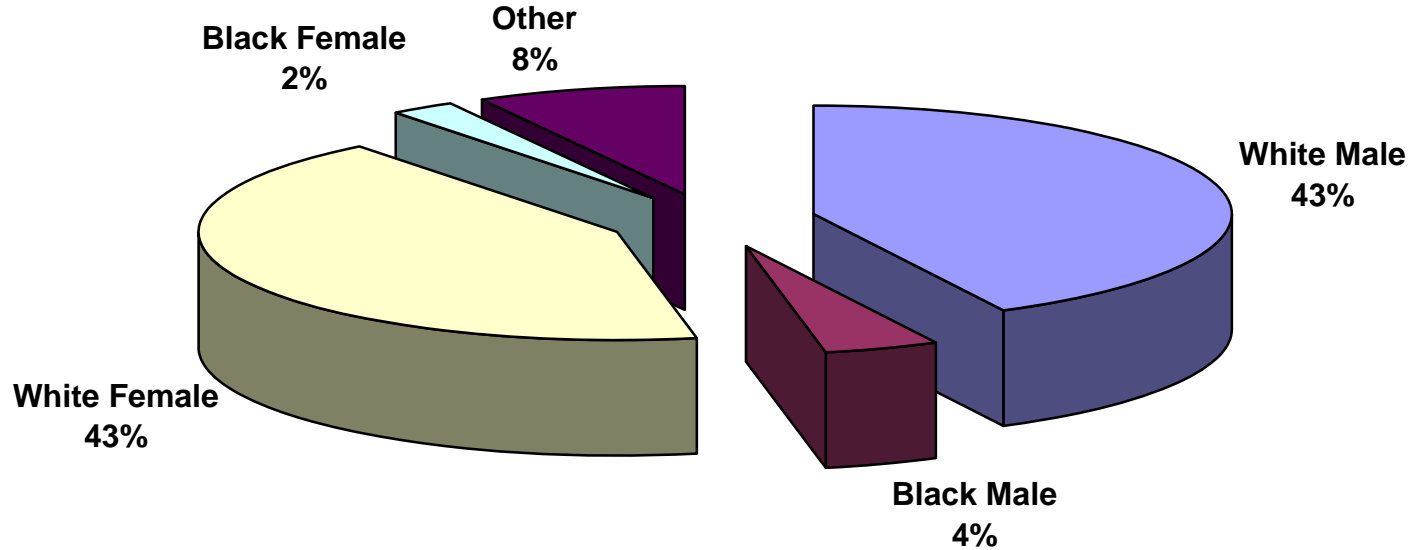
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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

### C8:OTHER (ACADEMIC)

September 30, 2006



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	210	21	210	12	40	493
Average Salary	\$70,589	\$63,884	\$61,354	\$57,886	\$65,176	\$65,661

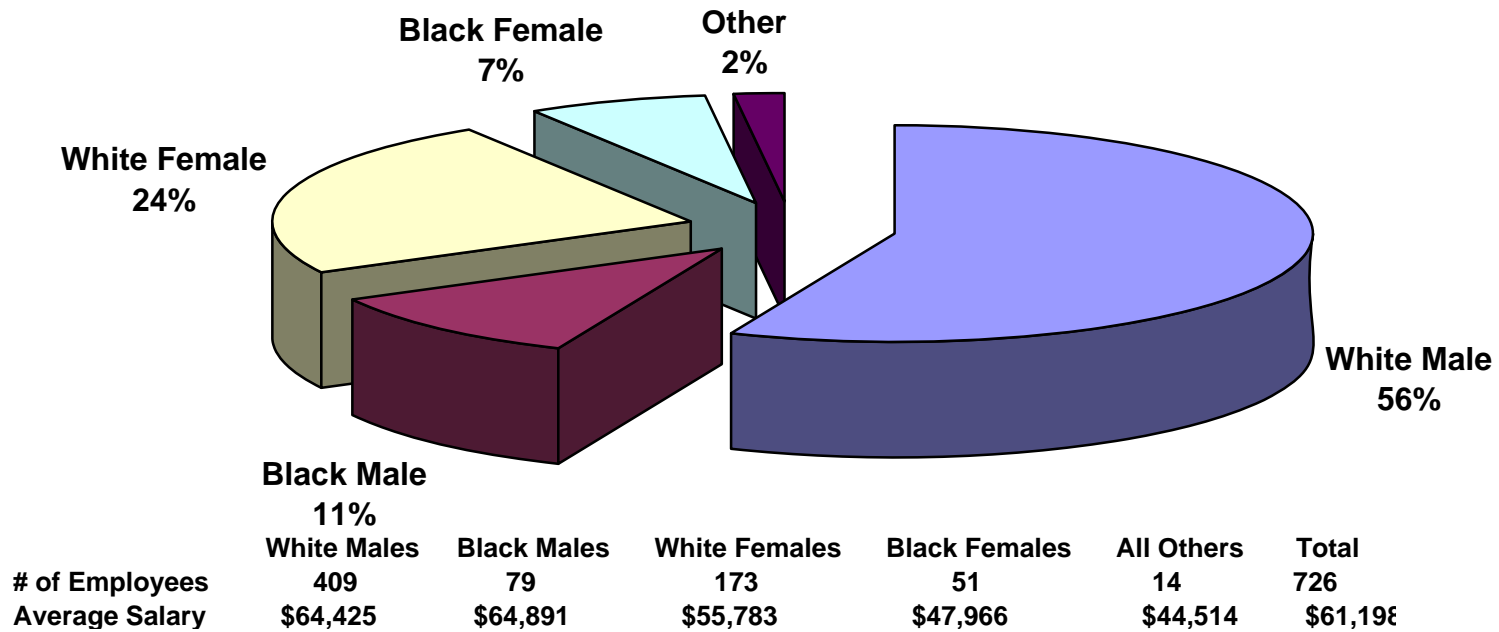
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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

### C9: OTHER (NON-ACADEMIC)

September 30, 2006



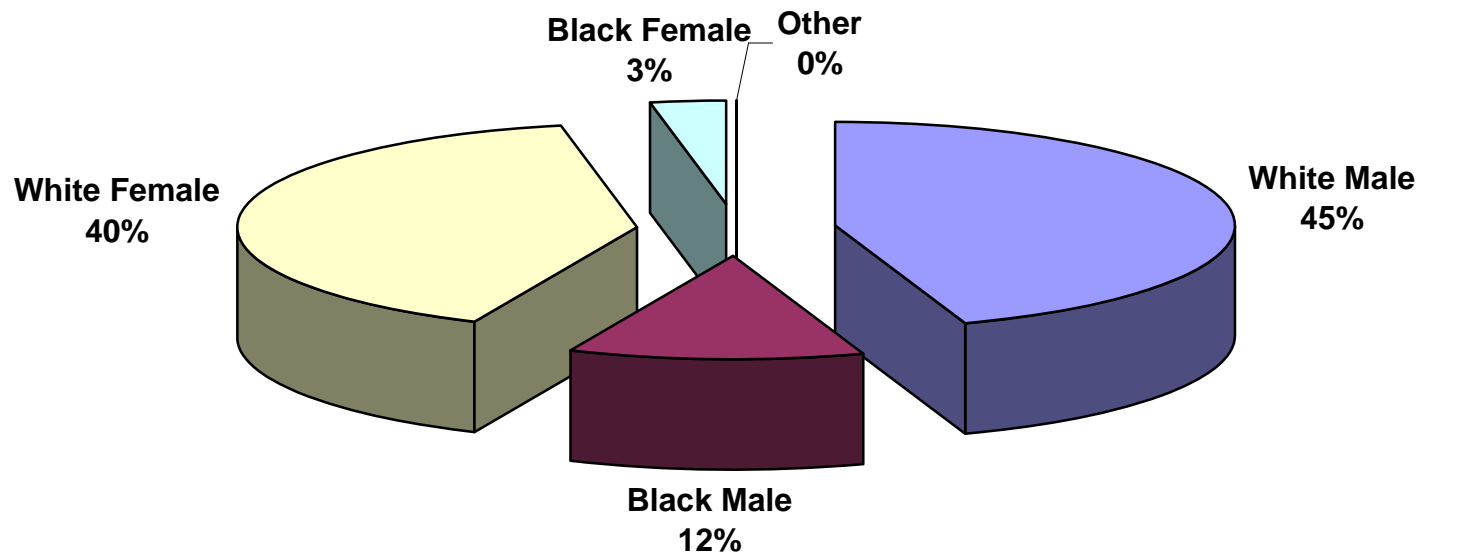
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

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

# T1: EXECUTIVES (NON-ACADEMIC)

September 30, 2006



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	30	8	27	2	0	67
Average Salary	\$119,836	\$103,971	\$112,443	\$122,328	\$0	\$115,037

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

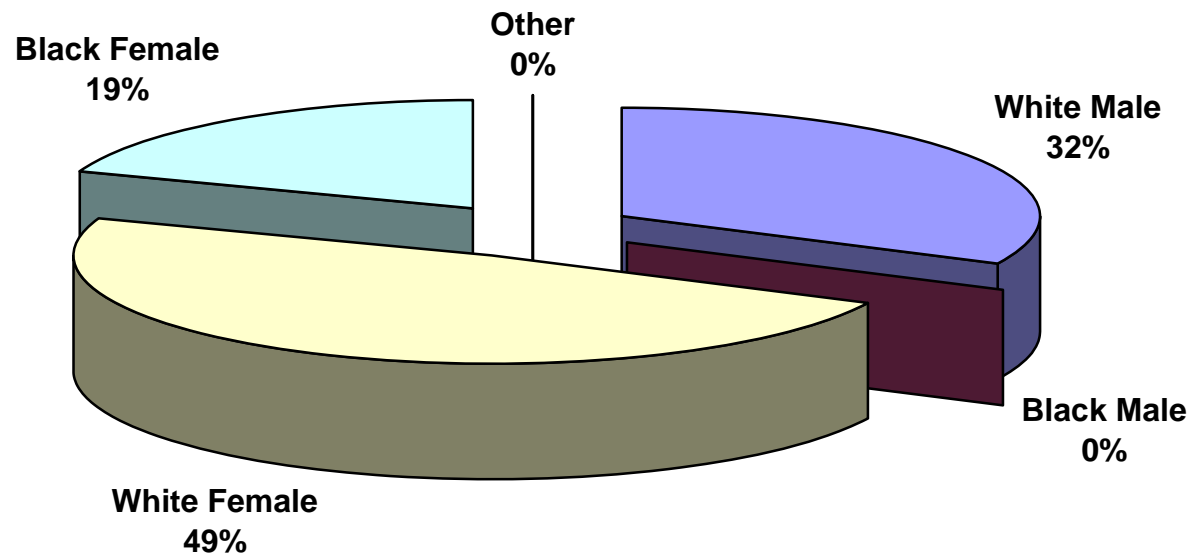
Source of data: SC State Government, Human Resources System

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



## T2: EXECUTIVES (ACADEMIC)

September 30, 2006



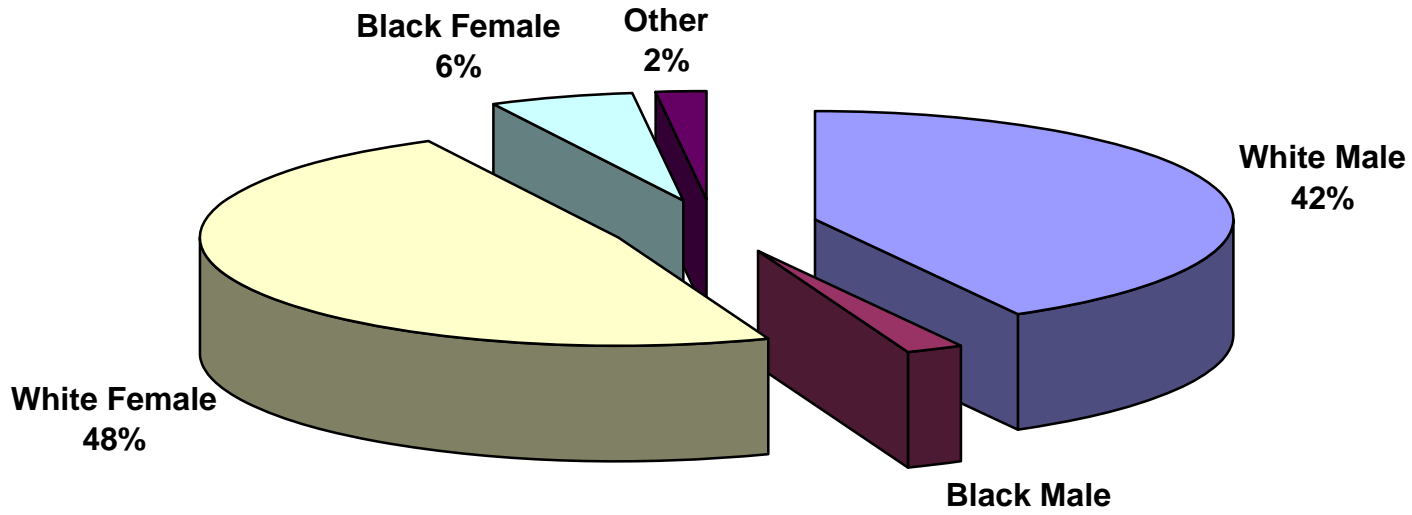
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	10	0	15	6	0	31
Average Salary	\$83,215	\$0	\$80,916	\$67,655	\$0	\$79,091

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

**T3: FACULTY/ADMINISTRATIVE**  
September 30, 2006



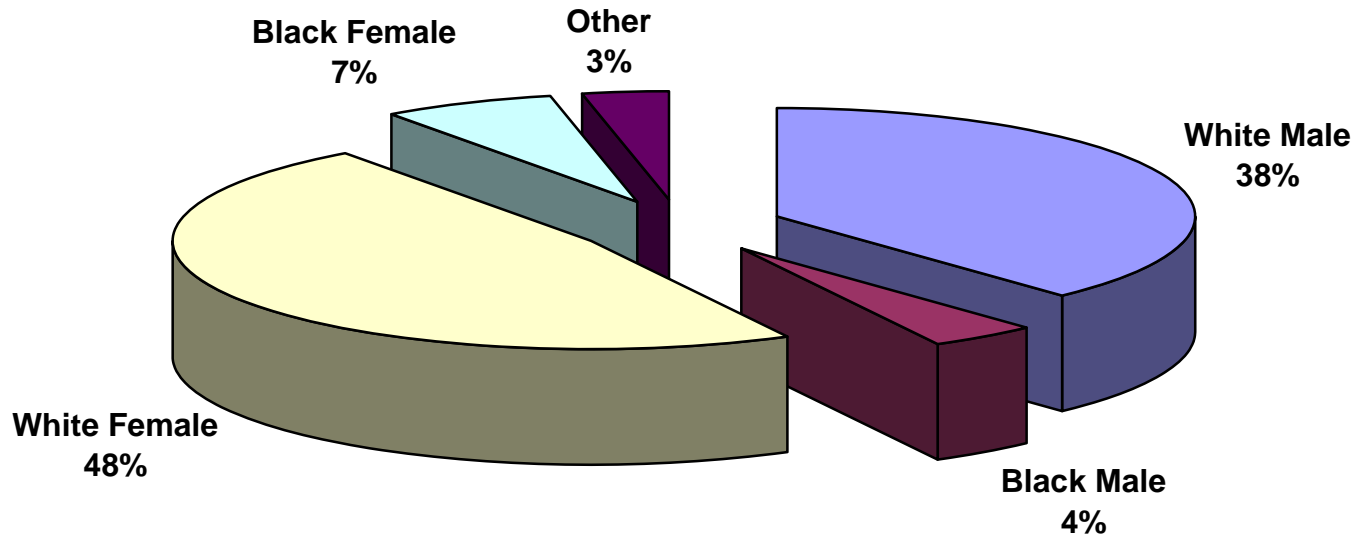
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	113	6	130	15	5	269
Average Salary	\$47,631	\$43,797	\$45,860	\$41,477	\$44,381	\$46,322

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

**T4: FACULTY/TEACHING**  
**September 30, 2006**



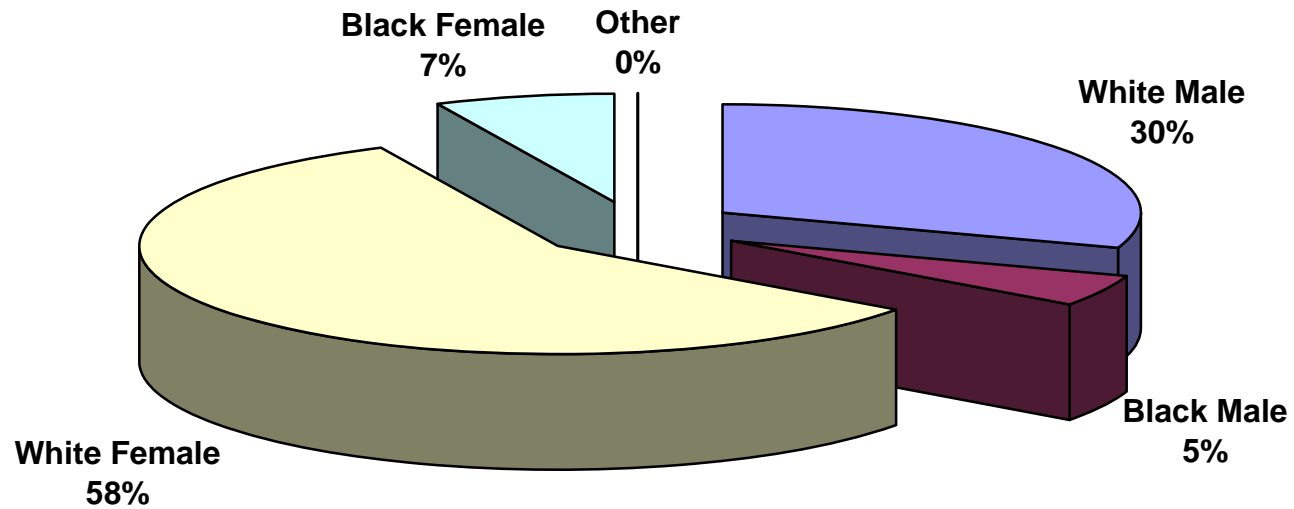
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	498	57	624	89	43	1311
Average Salary	\$42,945	\$40,789	\$42,092	\$41,585	\$42,614	\$42,333

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

**T5: FACULTY/NON-TEACHING**  
**September 30, 2006**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	13	2	25	3	0	43
Average Salary	\$66,778	\$67,201	\$68,452	\$57,524	\$0	\$67,125

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

# SECTION IV

## STATUS OF AFFIRMATIVE ACTION PROGRAMS

### Level of Goal Attainment

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

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

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

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

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

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

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

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

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

**LEVEL OF GOAL ATTAINMENT:** This was calculated by the following method:

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

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

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

This is the percentage of goals achieved.

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARTS COMMISSION	100.0	27	30	JUVENILE JUSTICE, DEPARTMENT OF	90.6	1476
1	HIGHER EDUCATION, COMMISSION ON	100.0	23	31	YORK TECHNICAL COLLEGE	90.4	291
2	WORKERS' COMPENSATION COMMISSION	99.9	54	32	TRANSPORTATION, DEPARTMENT OF	90.3	4822
3	INDIGENT DEFENSE, OFFICE OF	99.7	20	33	CORRECTIONS, DEPARTMENT OF	89.8	5762
4	OFFICE OF REGULATORY STAFF	99.5	64	34	USC - AIKEN CAMPUS	88.9	349
5	OPPORTUNITY SCHOOL, WIL LOU GRAY	98.9	60	35	MOTOR VEHICLES, DEPARTMENT OF	88.0	1246
6	REVENUE, DEPARTMENT OF	98.5	605	36	HEALTH AND ENVIRONMENTAL CONTROL, DEPARTME	87.9	4027
7	EMPLOYMENT SECURITY COMMISSION	97.0	890	36	SECRETARY OF STATE	87.9	25
8	GREENVILLE TECHNICAL COLLEGE	96.9	675	37	HORRY-GEORGETOWN TECHNICAL COLLEGE	87.8	289
9	ELECTION COMMISSION, STATE	96.8	16	38	MUSEUM COMMISSION	87.5	37
10	AIKEN TECHNICAL COLLEGE	96.3	133	39	PUBLIC SERVICE COMMISSION	87.4	29
11	STATE ACCIDENT FUND	96.2	75	40	SECOND INJURY FUND	87.2	21
11	MIDLANDS TECHNICAL COLLEGE	96.2	563	40	SOCIAL SERVICES, DEPARTMENT OF (STATEWIDE)	87.2	3035
12	USC - BEAUFORT CAMPUS	96.0	113	41	GOVERNOR'S SCHOOL FOR ARTS & HUMANITIES	87.1	87
12	VOCATIONAL REHABILITATION DEPARTMENT	96.0	1002	42	FINANCIAL INSTITUTIONS, BOARD OF	86.9	35
13	DEAF & BLIND, SCHOOL FOR THE	95.6	388	43	DISABILITIES AND SPECIAL NEEDS (CENTRAL OFFICE	86.8	605
14	SANTEE COOPER	95.4	1753	44	PROBATION, PAROLE AND PARDON	86.3	753
14	COMMERCE, DEPARTMENT OF	95.4	121	45	EDUCATION, DEPARTMENT OF	85.9	516
15	COMPTROLLER GENERAL	95.1	56	46	FRANCIS MARION UNIVERSITY	85.5	461
16	SPARTANBURG COMMUNITY COLLEGE	94.9	270	47	DISABILITIES AND SPECIAL NEEDS, DEPARTMENT OF	85.2	2251
17	TECHNICAL AND COMPREHENSIVE EDUCATION, STATI	94.6	88	48	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.7	4713
18	EDUCATIONAL TELEVISION COMMISSION	94.2	208	49	TECHNICAL COLLEGE OF THE LOW COUNTRY	84.1	138
19	INSURANCE, DEPARTMENT OF	93.9	73	50	WINTHROP UNIVERSITY	84.0	801
19	PIEDMONT TECHNICAL COLLEGE	93.9	265	51	BUDGET AND CONTROL BOARD	83.9	1095
20	TRI-COUNTY TECHNICAL COLLEGE	93.5	279	52	MENTAL HEALTH, DEPARTMENT OF (DMH) (STATEWIL	83.8	4597
21	ATTORNEY GENERAL, OFFICE OF	93.4	143	52	NORTHEASTERN TECHNICAL COLLEGE	83.8	85
22	CONSUMER AFFAIRS, DEPARTMENT OF	93.1	44	53	NATURAL RESOURCES, DEPT. OF	83.7	711
23	SOUTH CAROLINA EDUCATION LOTTERY	93.0	147	54	ALCOHOL & OTHER DRUG ABUSE SERVICES	82.8	31
24	GOVERNOR'S OFFICE	92.7	207	55	LAW ENFORCEMENT DIVISION, STATE (SLED)	82.7	555
25	TREASURER'S OFFICE	92.2	63	55	LIBRARY, STATE	82.7	46
25	TRIDENT TECHNICAL COLLEGE	92.2	610	56	LABOR, LICENCING, & REGULATIONS	82.0	384
26	CENTRAL CAROLINA TECHNICAL COLLEGE	92.0	188	57	MEDICAL UNIVERSITY OF SOUTH CAROLINA (MUSC)	81.1	2866
27	BLIND, COMMISSION FOR THE	91.9	102	58	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.0	238
28	USC - UPSTATE	91.4	496	59	DISABILITIES AND SPECIAL NEEDS (WHITTEN, COAST	80.3	1628
29	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	91.3	32	60	ARCHIVES AND HISTORY, DEPARTMENT OF	80.0	60
30	HEALTH AND HUMAN SERVICES, DEPARTMENT OF	90.6	1026	61	COLLEGE OF CHARLESTON	79.5	1174

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
61	PUBLIC SAFETY, DEPARTMENT OF	79.5	1488
62	CLEMSON UNIVERSITY	79.3	3887
63	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	79.2	187
64	ADJUTANT GENERAL'S OFFICE	78.3	128
65	WILLIAMSBURG TECHNICAL COLLEGE	77.5	66
66	PARKS, RECREATION, & TOURISM, DEPARTMEN	77.4	460
67	AUDITOR'S OFFICE, STATE	75.6	42
68	UNIVERSITY OF SOUTH CAROLINA (USC) - TOTAL	74.7	5727
69	COASTAL CAROLINA UNIVERSITY	74.4	765
70	PORTS AUTHORITY, STATE	73.9	600
71	AGRICULTURE, DEPARTMENT OF	73.7	130
72	USC - COLUMBIA CAMPUS	72.4	4520
73	SOUTH CAROLINA STATE UNIVERSITY	71.0	698
74	JOHN DE LA HOWE	70.6	95
75	DENMARK TECHNICAL COLLEGE	69.7	116
76	PATRIOT'S POINT	69.5	63
77	FORESTRY COMMISSION	69.4	356
78	USC - REGIONAL CAMPUSES	69.3	249
79	LIEUTENANT GOVERNOR'S OFFICE	66.7	44
80	CITADEL, THE	57.7	625
81	LANDER UNIVERSITY	57.0	338



**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Listed by Alphabetical Order

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
64	ADJUTANT GENERAL'S OFFICE	78.3	128	36	HEALTH AND ENVIRONMENTAL CONTROL, DEPA	87.9	4027
71	AGRICULTURE, DEPARTMENT OF	73.7	130	30	HEALTH AND HUMAN SERVICES, DEPARTMENT C	90.6	1026
10	AIKEN TECHNICAL COLLEGE	96.3	133	1	HIGHER EDUCATION, COMMISSION ON	100.0	23
54	ALCOHOL & OTHER DRUG ABUSE SERVICES	82.8	31	37	HORRY-GEORGETOWN TECHNICAL COLLEGE	87.8	289
60	ARCHIVES AND HISTORY, DEPARTMENT OF	80.0	60	3	INDIGENT DEFENSE, OFFICE OF	99.7	20
1	ARTS COMMISSION	100.0	27	19	INSURANCE, DEPARTMENT OF	93.9	73
21	ATTORNEY GENERAL, OFFICE OF	93.4	143	75	JOHN DE LA HOWE	70.6	95
67	AUDITOR'S OFFICE, STATE	75.6	42	30	JUVENILE JUSTICE, DEPARTMENT OF	90.6	1476
27	BLIND, COMMISSION FOR THE	91.9	102	56	LABOR, LICENCING, & REGULATIONS	82.0	384
51	BUDGET AND CONTROL BOARD	83.9	1095	82	LANDER UNIVERSITY	57.0	338
26	CENTRAL CAROLINA TECHNICAL COLLEGE	92.0	188	55	LAW ENFORCEMENT DIVISION, STATE (SLED)	82.7	555
81	CITADEL, THE	57.7	625	55	LIBRARY, STATE	82.7	46
62	CLEMSON UNIVERSITY	79.3	3887	80	LIEUTENANT GOVERNOR'S OFFICE	66.7	44
69	COASTAL CAROLINA UNIVERSITY	74.4	765	48	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.7	4713
61	COLLEGE OF CHARLESTON	79.5	1174	57	MEDICAL UNIVERSITY OF SOUTH CAROLINA (MU	81.1	2866
14	COMMERCE, DEPARTMENT OF	95.4	121	52	MENTAL HEALTH, DEPARTMENT OF (DMH) (STAT	83.8	4597
15	COMPROLLER GENERAL	95.1	56	11	MIDLANDS TECHNICAL COLLEGE	96.2	563
22	CONSUMER AFFAIRS, DEPARTMENT OF	93.1	44	35	MOTOR VEHICLES, DEPARTMENT OF	88.0	1246
33	CORRECTIONS, DEPARTMENT OF	89.8	5762	38	MUSEUM COMMISSION	87.5	37
13	DEAF & BLIND, SCHOOL FOR THE	95.6	388	53	NATURAL RESOURCES, DEPT. OF	83.7	711
76	DENMARK TECHNICAL COLLEGE	69.7	116	52	NORTHEASTERN TECHNICAL COLLEGE	83.8	85
43	DISABILITIES AND SPECIAL NEEDS (CENTRAL C	86.8	605	4	OFFICE OF REGULATORY STAFF	99.5	64
59	DISABILITIES AND SPECIAL NEEDS (WHITTEN, C	80.3	1628	5	OPPORTUNITY SCHOOL, WIL LOU GRAY	98.9	60
47	DISABILITIES AND SPECIAL NEEDS, DEPARTME	85.2	2251	63	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	79.2	187
45	EDUCATION, DEPARTMENT OF	85.9	516	66	PARKS, RECREATION, & TOURISM, DEPARTMEN	77.4	460
18	EDUCATIONAL TELEVISION COMMISSION	94.2	208	77	PATRIOT'S POINT	69.5	63
9	ELECTION COMMISSION, STATE	96.8	16	19	PIEDMONT TECHNICAL COLLEGE	93.9	265
7	EMPLOYMENT SECURITY COMMISSION	97.0	890	70	PORTS AUTHORITY, STATE	73.9	600
42	FINANCIAL INSTITUTIONS, BOARD OF	86.9	35	44	PROBATION, PAROLE AND PARDON	86.3	753
58	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.0	238	61	PUBLIC SAFETY, DEPARTMENT OF	79.5	1488
78	FORESTRY COMMISSION	69.4	356	39	PUBLIC SERVICE COMMISSION	87.4	29
46	FRANCIS MARION UNIVERSITY	85.5	461	6	REVENUE, DEPARTMENT OF	98.5	605
24	GOVERNOR'S OFFICE	92.7	207	14	SANTEE COOPER	95.4	1753
41	GOVERNOR'S SCHOOL FOR ARTS & HUMANITIE	87.1	87	40	SECOND INJURY FUND	87.2	21
29	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	91.3	32	36	SECRETARY OF STATE	87.9	25
8	GREENVILLE TECHNICAL COLLEGE	96.9	675	40	SOCIAL SERVICES, DEPARTMENT OF (STATEWIL	87.2	3035
				23	SOUTH CAROLINA EDUCATION LOTTERY	93.0	147

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

**Listed by Alphabetical Order**

**Chart B (Page 2 of 2)**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
74	SOUTH CAROLINA STATE UNIVERSITY	71.0	698
16	SPARTANBURG COMMUNITY COLLEGE	94.9	270
11	STATE ACCIDENT FUND	96.2	75
17	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE I	94.6	88
49	TECHNICAL COLLEGE OF THE LOW COUNTRY	84.1	138
32	TRANSPORTATION, DEPARTMENT OF	90.3	4822
25	TREASURER'S OFFICE	92.2	63
20	TRI-COUNTY TECHNICAL COLLEGE	93.5	279
25	TRIDENT TECHNICAL COLLEGE	92.2	610
68	UNIVERSITY OF SOUTH CAROLINA (USC) - TOTAL SYSTE	74.7	5727
34	USC - AIKEN CAMPUS	88.9	349
12	USC - BEAUFORT CAMPUS	96.0	113
73	USC - COLUMBIA CAMPUS	72.4	4520
79	USC - REGIONAL CAMPUSES	69.3	249
28	USC - UPSTATE	91.4	496
12	VOCATIONAL REHABILITATION DEPARTMENT	96.0	1002
65	WILLIAMSBURG TECHNICAL COLLEGE	77.5	66
50	WINTHROP UNIVERSITY	84.0	801
2	WORKERS' COMPENSATION COMMISSION	99.9	54
31	YORK TECHNICAL COLLEGE	90.4	291

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

**Chart C: Agency Size (Highest to Lowest)**

**15 - 100**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARTS COMMISSION	100.0	27
1	HIGHER EDUCATION, COMMISSION ON	100.0	23
2	WORKERS' COMPENSATION COMMISSION	99.9	54
3	INDIGENT DEFENSE, OFFICE OF	99.7	20
4	OFFICE OF REGULATORY STAFF	99.5	64
5	OPPORTUNITY SCHOOL, WIL LOU GRAY	98.9	60
6	ELECTION COMMISSION, STATE	96.8	16
7	STATE ACCIDENT FUND	96.2	75
8	COMPTROLLER GENERAL	95.1	56
9	TECHNICAL AND COMPREHENSIVE EDUCATIOI	94.6	88
10	INSURANCE, DEPARTMENT OF	93.9	73
11	CONSUMER AFFAIRS, DEPARTMENT OF	93.1	44
12	TREASURER'S OFFICE	92.2	63
13	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	91.3	32
14	SECRETARY OF STATE	87.9	25
15	MUSEUM COMMISSION	87.5	37
16	PUBLIC SERVICE COMMISSION	87.4	29
17	SECOND INJURY FUND	87.2	21
18	GOVERNOR'S SCHOOL FOR ARTS & HUMANITII	87.1	87
19	FINANCIAL INSTITUTIONS, BOARD OF	86.9	35
20	NORTHEASTERN TECHNICAL COLLEGE	83.8	85
21	ALCOHOL & OTHER DRUG ABUSE SERVICES	82.8	31
22	LIBRARY, STATE	82.7	46
23	ARCHIVES AND HISTORY, DEPARTMENT OF	80.0	60
24	WILLIAMSBURG TECHNICAL COLLEGE	77.5	66
25	AUDITOR'S OFFICE, STATE	75.6	42
26	PATRIOT'S POINT	69.5	63
27	LIEUTENANT GOVERNOR'S OFFICE	66.7	44

**Chart D: Agency Size (Highest to Lowest)**

**101 - 500**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	AIKEN TECHNICAL COLLEGE	96.3	133
2	USC - BEAUFORT CAMPUS	96.0	113
3	DEAF & BLIND, SCHOOL FOR THE	95.6	388
4	COMMERCE, DEPARTMENT OF	95.4	121
5	SPARTANBURG COMMUNITY COLLEGE	94.9	270
6	EDUCATIONAL TELEVISION COMMISSION	94.2	208
7	PIEDMONT TECHNICAL COLLEGE	93.9	265
8	TRI-COUNTY TECHNICAL COLLEGE	93.5	279
9	ATTORNEY GENERAL, OFFICE OF	93.4	143
10	SOUTH CAROLINA EDUCATION LOTTERY	93.0	147
11	GOVERNOR'S OFFICE	92.7	207
12	CENTRAL CAROLINA TECHNICAL COLLEGE	92.0	188
13	BLIND, COMMISSION FOR THE	91.9	102
14	USC - UPSTATE	91.4	496
15	YORK TECHNICAL COLLEGE	90.4	291
16	USC - AIKEN CAMPUS	88.9	349
17	HORRY-GEORGETOWN TECHNICAL COLLEGE	87.8	289
18	FRANCIS MARION UNIVERSITY	85.5	461
19	TECHNICAL COLLEGE OF THE LOW COUNTRY	84.1	138
20	LABOR, LICENCING, & REGULATIONS	82.0	384
21	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.0	238
22	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	79.2	187
23	ADJUTANT GENERAL'S OFFICE	78.3	128
24	PARKS, RECREATION, & TOURISM, DEPARTMEN	77.4	460
25	AGRICULTURE, DEPARTMENT OF	73.7	130
26	JOHN DE LA HOWE	70.6	95
27	DENMARK TECHNICAL COLLEGE	69.7	116
28	FORESTRY COMMISSION	69.4	356
29	USC - REGIONAL CAMPUSES	69.3	249
30	LANDER UNIVERSITY	57.0	338

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

**Chart E: Agency Size (Highest to Lowest)**

**501 - 1000**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	REVENUE, DEPARTMENT OF	98.5	605
2	EMPLOYMENT SECURITY COMMISSION	97.0	890
3	GREENVILLE TECHNICAL COLLEGE	96.9	675
4	MIDLANDS TECHNICAL COLLEGE	96.2	563
5	TRIDENT TECHNICAL COLLEGE	92.2	610
6	DISABILITIES AND SPECIAL NEEDS (CENTI	86.8	605
7	PROBATION, PAROLE AND PARDON	86.3	753
8	EDUCATION, DEPARTMENT OF	85.9	516
9	WINTHROP UNIVERSITY	84.0	801
10	NATURAL RESOURCES, DEPT. OF	83.7	711
11	LAW ENFORCEMENT DIVISION, STATE (SL	82.7	555
12	COASTAL CAROLINA UNIVERSITY	74.4	765
13	PORTS AUTHORITY, STATE	73.9	600
14	SOUTH CAROLINA STATE UNIVERSITY	71.0	698
15	CITADEL, THE	57.7	625

**Chart F: Agency Size (Highest to Lowest)**

**1001 and UP**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	VOCATIONAL REHABILITATION DEPARTMENT	96.0	1002
2	SANTEE COOPER	95.4	1753
3	HEALTH AND HUMAN SERVICES, DEPARTMENT OF	90.6	1026
3	JUVENILE JUSTICE, DEPARTMENT OF	90.6	147
4	TRANSPORTATION, DEPARTMENT OF	90.3	4822
5	CORRECTIONS, DEPARTMENT OF	89.8	5762
6	MOTOR VEHICLES, DEPARTMENT OF	88.0	1246
7	HEALTH AND ENVIRONMENTAL CONTROL(DHEC): STATEWIDE	87.9	4027
8	SOCIAL SERVICES, DEPARTMENT OF (STATEWIDE)	87.2	3035
9	DISABILITIES AND SPECIAL NEEDS, DEPARTMENT OF (STATEWI	85.2	2251
10	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.7	4713
11	BUDGET AND CONTROL BOARD	83.9	1095
12	MENTAL HEALTH, DEPARTMENT OF (DMH) (STATEWIDE)	83.8	4597
13	MEDICAL UNIVERSITY OF SOUTH CAROLINA (MUSC)	81.1	2866
14	DISABILITIES AND SPECIAL NEEDS (WHITTEN, COASTAL, AND P	80.3	1628
15	COLLEGE OF CHARLESTON	79.5	1174
15	PUBLIC SAFETY, DEPARTMENT OF	79.5	1488
16	CLEMSON UNIVERSITY	79.3	3887
17	UNIVERSITY OF SOUTH CAROLINA (USC) - TOTAL SYSTEM	74.7	5727
18	USC - COLUMBIA CAMPUS	72.4	4520

**CHART G**

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	FRANCIS MARION UNIVERSITY	85.5	461
2	WINTHROP UNIVERSITY	84.0	801
3	MEDICAL UNIVERSITY OF SOUTH CAROLINA (MU)	81.1	2866
4	COLLEGE OF CHARLESTON	79.5	1174
5	CLEMSON UNIVERSITY	79.3	3887
6	UNIVERSITY OF SOUTH CAROLINA (USC) - TOTAL	74.7	5727
7	COASTAL CAROLINA UNIVERSITY	74.4	765
8	SOUTH CAROLINA STATE UNIVERSITY	71.0	698
9	CITADEL, THE	57.7	625
10	LANDER UNIVERSITY	57.0	338

**CHART H**

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	GREENVILLE TECHNICAL COLLEGE	96.9	675
2	AIKEN TECHNICAL COLLEGE	96.3	133
3	MIDLANDS TECHNICAL COLLEGE	96.2	563
4	SPARTANBURG COMMUNITY COLLEGE	94.9	270
5	TECHNICAL AND COMPREHENSIVE EDUCATION	94.6	88
6	PIEDMONT TECHNICAL COLLEGE	93.9	265
7	TRI-COUNTY TECHNICAL COLLEGE	93.5	279
8	TRIDENT TECHNICAL COLLEGE	92.2	610
9	CENTRAL CAROLINA TECHNICAL COLLEGE	92.0	188
10	YORK TECHNICAL COLLEGE	90.4	291
11	HORRY-GEORGETOWN TECHNICAL COLLEGE	87.8	289
12	TECHNICAL COLLEGE OF THE LOW COUNTRY	84.1	138
13	NORTHEASTERN TECHNICAL COLLEGE	83.8	85
14	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.0	238
15	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	79.2	187
16	WILLIAMSBURG TECHNICAL COLLEGE	77.5	66
17	DENMARK TECHNICAL COLLEGE	69.7	116

# SECTION V

## Explanation of Agency Charts

Pages 60 through 180 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2005 through September 30, 2006). 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 may be subdivided into two or more categories. Goals would then be established for the larger group. A general description of the kinds of jobs assigned to each EEO code follows:

#### E1) Executives:

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

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

#### E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

Includes employees responsible for internal and external communication, recording and retrieval of data and/or information and other 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 persons who work in non-academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivisions, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Includes officers holding such titles as Vice-President Administration, Vice-President Financial Management, Executive Assistant to the President, Director of Libraries, Director of Development and Alumni, Director of Athletics and kindred workers.

C2) Executives (Academic):

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

C3) Professors:\*

C4) Associate Professors:\*

C5) Assistant Professors:\*

C6) Instructors:\*

C7) Lecturers:\*

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

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

holding such titles as President, Executive Vice-President, Vice-President Education, Vice-President Business, Vice-President Student Affairs and Vice-President Development.

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

**Column Two: Workforce Totals**

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2006. 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**

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. 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 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.

**Column Four: Underutilization**

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

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

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

**Column Five: New Hires and Promotions 10/01/04 – 9/30/2006**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2005 and September 30, 2006. 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, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

**Column Six: Goals Met**

When an agency has achieved the Adjusted Availability displayed on the form for a race/sex group, a YES is indicated in the appropriate block. If not, the percentage (%) achieved is displayed. The overall percentage of the goals achieved is noted at the bottom of each agency's chart. (See Page 45 to determine how to calculate.)

The percentage of goals achieved is calculated by dividing the percentage employed (in Column Two) by the percentage available (in Column Three). Because the calculation is based on the exact percentage in column 2 and not the rounded percentage shown on the chart, there may be some minor variations between the total shown and the total obtained by performing the same calculation on a calculator using the figures from the printed chart.

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

EEO Officer: Gerald A. Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	2		11	3.8	26.3	3.8	3.8	*	NO								0.0%	YES	YES
	%	54.5			27.3	18.2		100																
E2	#	6	3	1	14	13	1	38	4.5	39.5	15.6	NO	2.7	NO			6	4		10	YES	93.3%	YES	
	%	15.8	7.9	2.6	36.8	34.2	2.6	100									60.0	40.0		100				
E3	#	2	2		1			5	10.7	21.2	5.7	NO	1.2	*							YES	94.3%	*	
	%	40.0	40.0		20.0			100																0.0%
E5	#		1		8	8	1	18	4.7	44.3	16.1	NO	NO	NO					1	1	YES	YES	YES	
	%		5.6		44.4	44.4	5.6	100											100.0	100				
E6	#				1	2		3	6.0	49.7	17.0	6.0	*	*	NO						0.0%	*	YES	
	%				33.3	66.7		100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2004:    Exempt  
 Level of Goal Attainment for 2005:    97.7 percent  
 Level of Goal Attainment for 2006:    96.2 percent

## Adjutant General's Office

Agency Director: Major General Stanhope S. Spears

EEO Officer: Wanda B. Hill & Robert L. Faulk

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10			1			11	5.4	23.9	6.5	5.4 *	14.8	6.5 *	1					1	0.0% *	38.0%	0.0% *
	%	90.9			9.1			100						100.0						100			
E2	#	30	5		11	2	1	49	5.6	33.1	12.7	NO	10.7	8.6	9	1		3	1	14	YES	67.8%	32.1%
	%	61.2	10.2		22.4	4.1	2.0	100						64.3	7.1		21.4		7.1	100			
E3	#	6	1		2			9	6.0	28.7	23.0	NO	6.5 *	23.0	1					1	YES	77.4% *	0.0%
	%	66.7	11.1		22.2			100						100.0						100			
E4	#	7	6	1	1			15	20.0	1.4	3.1	NO	NO	3.1 *							YES	YES	0.0% *
	%	46.7	40.0	6.7	6.7			100															
E5 & E6 Combined	#	1			14	4		19	2.2	60.3	19.1	2.2 *	NO	NO				2	2	4	0.0% *	YES	YES
	%	5.3			73.7	21.1		100										50.0	50.0	100			
E7	#	15	3					18	17.7	2.7	1.0	1.0 *	2.7 *	1.0 *	3					3	94.2% *	0.0%	0.0% *
	%	83.3	16.7					100						100.0						100			
E8	#	4	1		1	1		7	14.9	13.5	20.7	0.6 *	NO	6.4 *	1					1	95.9% *	YES	69.0% *
	%	57.1	14.3		14.3	14.3		100						100.0						100			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 87.0 percent  
 Level of Goal Attainment for 2005: 80.7 percent  
 Level of Goal Attainment for 2006: 78.3 percent



## Agriculture, Department of

Agency Director: Hugh E. Weathers, Commissioner

EEO Officer: Mark A. Riffle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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			3			10	3.5	20.9	8.5	3.5	NO	8.5	1			1			2	0.0%	YES	0.0%
	% 70.0			30.0			100.0							50.0			50.0			100.0			
E2	# 16	2		17	3		38	9.0	22.5	19.9	3.7	NO	12.0	4			4	2		10	58.5%	YES	39.7%
	% 42.1	5.3		44.7	7.9		100.0							40.0			40.0	20.0		100.0			
E3 and E5	# 26	2		18	9		55	5.7	21.7	21.2	2.1	NO	4.8	2	2		1			5	63.8%	YES	77.2%
	% 47.3	3.6		32.7	16.4		100.0							40.0	40.0		20.0			100.0			
E6	#			12	1		13	0.6	68.4	17.6	0.6	NO	9.9				3			3	0.0%	YES	43.7%
	%			92.3	7.7		100.0										100.0			100.0			
E7 and E8	# 7	5		2			14	21.0	8.1	8.0	NO	NO	8.0	1			1			2	YES	YES	0.0%
	% 50.0	35.7		14.3			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 2004: 78.7 percent

Level of Goal Attainment for 2005: 74.8 percent

Level of Goal Attainment for 2006: 73.6 percent

## SC Department of Alcohol and other Drug Abuse Services

Agency Director: W. Lee Catoe

EEO Officer: Lillian Roberson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		1		1	5	2.1	25.2	1.8	NO	5.2	1.8		1					1	YES	79.4%	0.0%
	% 20.0	40.0		20.0		20.0	100.0								100.0					100.0			
E2	# 6	1		9	6		22	3.4	33.7	5.9	NO	NO	NO	1						1	YES	YES	YES
	% 27.3	4.5		40.9	27.3		100.0							100.0						100.0			
E3 and E5	# 1				3		4	2.9	27.4	4.9	2.9	27.4	NO								0.0%	0.0%	YES
	% 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 2004: 92.5 percent

Level of Goal Attainment for 2005: 96.9 percent

Level of Goal Attainment for 2006: 82.8 percent

## Archives and History

Agency Director: Rodger E. Stroup

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1			3	7.2	34.2	9.0	7.2	0.9	9.0								0.0%	97.5%	0.0%
	% 66.7			33.3			100																
E2	# 30	1		11	8		50	5.5	39.5	7.0	3.5	17.5	NO	2			1			3	36.4%	55.7%	YES
	% 60.0	2.0		22.0	16.0		100							66.7			33.3			100			
E3	# 2			2			4	4.3	25.5	17.0	4.3	NO	17.0								0.0%	YES	0.0%
	% 50.0			50.0			100																
E6	#			2	1		3	6.0	17.0	47.7	6.0	NO	14.4								0.0%	YES	69.9%
	%			66.7	33.3		100																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 100.0 percent  
 Level of Goal Attainment for 2005: 93.6 percent  
 Level of Goal Attainment for 2006: 80.0 percent

## Arts Commission

Agency Director: Suzette Surkamer

EEO Officer: Mary Teague

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2			4	5.2	31.5	7.4	5.2 *	NO	7.4 *				1			1	0.0% *	YES	0.0% *
	% 50.0			50.0			100																
E2	# 3	2		10	3		18	5.1	38.4	14.4	NO	NO	NO				4			4	YES	YES	YES
	% 16.7	11.1		55.6	16.7		100																
E3 & E5 Combined	#			4	1		5	7.6	38.4	10.8	7.6 *	NO	NO				1			1	0.0% *	YES	YES
	%			80.0	20.0		100																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2006: 100 percent

## Attorney General

Agency Director: Henry McMaster  
EEO Officer: Tammie Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8			4	1		13	3.4	24.6	3.8	3.4 *	NO	NO					1		1	0.0% *	YES	YES
	% 61.5			30.8	7.7		100.0										100.0			100.0			
E2	# 43	5		28	2		78	5.4	20.4	4.4	NO	NO	1.8	4			8	1		13	YES	YES	58.3%
	% 55.1	6.4		35.9	2.6		100.0							30.8			61.5	7.7		100.0			
E5	#	1	1	5	5		12	1.4	53.2	14.2	NO	11.5	NO				1	2		3	YES	78.3%	YES
	%	8.3	8.3	41.7	41.7		100.0										33.3	66.7		100.0			
E6	# 2	2		23	11	2	40	1.9	63.4	17.8	NO	5.9	NO	1			1	1	1	4	YES	90.7%	YES
	% 5.0	5.0		57.5	27.5	5.0	100.0							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 2004: Exempt  
Level of Goal Attainment for 2005: 93.2 percent  
Level of Goal Attainment for 2006: 93.4 percent

## Auditor, State

Agency Director: Richard H. Gilbert, Jr., CPA

EEO Officer: R. Kenneth Harrill

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	11		1	3		1	16	3.3	41.0	8.1	3.3*	22.3	8.1	1						1	0.0%*	45.7%*	0.0%
	%	68.8		6.3	18.8		6.3	100.0							100.0						100.0			
E2	#	6	1		8	7		22	4.8	40.9	14.1	0.3*	4.5*	NO	1		1	3	6		11	94.7%*	88.9%*	YES
	%	27.3	4.5		36.4	31.8		100.0							9.1		9.1	27.3	54.5		100.0			
E6	#			2	2			4	6.0	47.7	17.0	6.0*	NO	NO						2	2	0.0%*	YES	YES
	%			50.0	50.0			100.0												100.0	100.0			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2004: 78.8 percent  
 Level of Goal Attainment for 2005: 76.8 percent  
 Level of Goal Attainment for 2006: 75.6 percent

## Blind, Commission for the

Agency Director: James M. Kirby  
EEO Officer: Funneaser "Neisie" Jacobs

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		1	2		6	3.7	19.7	4.5	NO	3.0	NO		1		1	1		3	YES	84.6%	YES
	% 16.7	33.3		16.7	33.3		100.0								33.3		33.3	33.3		100.0			
E2	# 12	8	1	14	21		56	6.5	26.1	14.2	NO	1.1	NO	2	3		3	5		13	YES	95.8%	YES
	% 21.4	14.3	1.8	25.0	37.5		100.0							15.4	23.1		23.1	38.5		100.0			
E3	# 3		1	1	3		8	6.6	20.7	8.7	6.6	8.2	NO				1			1	0.0%	60.4%	YES
	% 37.5		12.5	12.5	37.5		100.0										100.0			100.0			
E5 and E6	#			10	16		26	0.1	54.6	12.5	0.1	16.1	NO				3			3	0.0%	70.4%	YES
	%			38.5	61.5		100.0										100.0			100.0			
E7 and E8	# 4	2					6	6.5	15.4	8.5	NO	15.4	8.5								YES	0.0%	0.0%
	% 66.7	33.3					100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 93.5 percent

Level of Goal Attainment for 2005: 67.8 percent

Level of Goal Attainment for 2006: 91.9 percent

## Budget and Control Board - 1 of 2

Agency Director: Frank Fusco

EEO Officer: Caroline Agardy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	2		4			22	4.3	23.7	4.2	NO	5.5	4.2								YES	76.7%	0.0%
	% 72.7	9.1		18.2			100.0																
E2A	# 64	1		27	1		93	5.2	24.4	5.5	4.1	NO	4.4	12			4	1		17	20.7%	YES	19.6%
	% 68.8	1.1		29.0	1.1		100.0							70.6			23.5	5.9		100.0			
E2B	# 97	13	2	53	18		183	5.6	26.5	6.2	NO	NO	NO	11	2		7	2		22	YES	YES	YES
	% 53.0	7.1	1.1	29.0	9.8		100.0							50.0	9.1		31.8	9.1		100.0			
E2C	# 71	9	1	67	19	1	168	5.9	30.0	9.2	0.5	NO	NO	17	3		13	4		37	90.8%	YES	YES
	% 42.3	5.4	0.6	39.9	11.3	0.6	100.0							45.9	8.1		35.1	10.8		99.9			
E2D	# 40	12	1	93	58	1	205	5.5	38.7	12.2	NO	NO	NO	10	3	1	9	12	1	36	YES	YES	YES
	% 19.5	5.9	0.5	45.4	28.3	0.5	100.0							27.8	8.3	2.8	25.0	33.3	2.8	100.0			
E3	# 70	17	4	38	21	3	153	9.0	21.3	8.0	NO	NO	NO	15	1		5	1	1	23	YES	YES	YES
	% 45.8	11.1	2.6	24.8	13.7	2.0	100.0							65.2	4.3		21.7	4.3	4.3	99.8			
E5	# 1	2		44	13		60	3.2	59.2	17.6	NO	NO	NO				6	4		10	YES	YES	YES
	% 1.7	3.3		73.3	21.7		100.0										60.0	40.0		100.0			
E6	# 7	11	2	28	23	1	72	5.1	46.3	24.3	NO	7.4	NO			1	7	6	1	15	YES	84.0%	YES
	% 9.7	15.3	2.8	38.9	31.9	1.4	100.0									6.7	46.7	40.0	6.7	100.1			
	#																						
	%																						

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

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

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

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



## Budget and Control Board - 2 of 2

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 66	24		2			92	19.6	2.5	1.4	NO	0.3*	1.4								YES	87.0%*	0.0%
	% 71.7	26.1		2.2																			
E8	# 13	13	1	3	17		47	24.3	16.2	17.0	NO	9.8	NO								YES	39.4%	YES
	% 27.7	27.7	2.1	6.4	36.2																		
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**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 2004: 86.8 percent

Level of Goal Attainment for 2005: 81.1 percent

Level of Goal Attainment for 2006: 83.9 percent

## The Citadel (page 1 of 2)

Agency Director: Lt. General John W. Rosa

EEO Officer: Bridgette M. Beasley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	19			3	1		23																
	%	82.6			13.0	4.3		100.0	2.3	36.9	8.1	2.3	23.9	3.8	66.7			1			3	0.0%	35.3%	53.7%
C3	#	31		1	10		1	43									1			4		*		
	%	72.1		2.3	23.3		2.3	100.0	1.0	41.2	8.4	1.0	17.9	8.4	75.0			25.0		100.0	0.0%	56.4%	0.0%	
C4	#	32		2	12	3	1	50									1	1		3		*		
	%	64.0		4.0	24.0	6.0	2.0	100.0	1.2	43.4	8.9	1.2	19.4	2.9	33.3			33.3	33.3	99.9	0.0%	55.3%	67.4%	
C5 and C6	#	31	2	3	16	1	1	54								2	2			20				
	%	57.4	3.7	5.6	29.6	1.9	1.9	100.0	1.9	43.0	10.3	NO	13.4	8.4	80.0		10.0	10.0		100.0	YES	68.9%	18.0%	
C8 and C9	#	37	5	1	4	2	1	50							4	1	3	1	1	28				
	%	74.0	10.0	2.0	8.0	4.0	2.0	100.0	6.0	25.1	2.7	NO	17.1	NO	64.3	14.3	3.6	10.7	3.6	3.6	100.1	YES	31.9%	YES
E1	#	20	2		7	3		32									1			4				
	%	62.5	6.3		21.9	9.4		100.0	5.8	32.8	13.5	NO	10.9	4.1	75.0			25.0		100.0	YES	66.7%	69.4%	
E2	#	36	6	1	48	9	5	105							3	8	1	3		21		*		
	%	34.3	5.7	1.0	45.7	8.6	4.8	100.0	6.6	39.0	14.5	0.9	NO	5.9	28.6	14.3	38.1	4.8	14.3	100.1	86.6%	YES	59.1%	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

## The Citadel (page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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 and E5	#	26	1		34	14	1	76	4.2	41.2	16.3	2.9	NO	NO	1			4	3		8	31.3%	YES	YES
	%	34.2	1.3		44.7	18.4	1.3	100.0							12.5			50.0	37.5		100.0			
E4	#	11	2					13	13.1	11.3	5.4	NO	11.3	5.4	3	1					4	YES	0.0%	0.0%
	%	84.6	15.4					100.0							75.0	25.0					100.0			
E6	#	2			41	13	1	57	2.5	62.3	16.6	2.5	NO	NO	1			3	4		8	0.0%	YES	YES
	%	3.5			71.9	22.8	1.8	100.0							12.5			37.5	50.0		100.0			
E7	#	42	25	1	1	1		70	18.3	8.5	5.0	NO	7.1	3.6	11	1		1			13	YES	16.8%	28.6%
	%	60.0	35.7	1.4	1.4	1.4		100.0							84.6	7.7		7.7			100.0			
E8	#	7	18		3	23	1	52	15.7	14.3	27.9	NO	8.5	NO	2	2		1	3	1	9	YES	40.3%	YES
	%	13.5	34.6		5.8	44.2	1.9	100.0							22.2	22.2		11.1	33.3	11.1	100.0			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2004: 64.7 percent

Level of Goal Attainment for 2005: 63.4 percent

Level of Goal Attainment for 2006: 57.7 percent

## Clemson University (page 1 of 3)

Agency Director: Dr. James Barker, President

EEO Officer: Byron Wiley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	2			1		3	5.4	24.1	3.9	5.4	NO	3.9				1			1	0.0%	YES	0.0%	
	%	66.7			33.3		100.0										100.0			100.0				
C2	#	25			12	3	40	3.5	26.2	7.5	3.5	NO	0.0	1			3		1	5	0.0%	YES	YES	
	%	62.5			30.0	7.5	100.0							20.0			60.0		20.0	100.0				
C3	#	273	5	32	60	2	3	375	2.7	20.6	2.0	1.4	4.6	1.5	5	1	1	1	2	10	49.4%	77.7%	26.7%	
	%	72.8	1.3	8.5	16.0	0.5	0.8	100.0						50.0	10.0	10.0	10.0		20.0	100.0				
C4	#	154	7	14	59	2	7	243	2.4	23.9	2.3	NO	NO	1.5	5		2	2	1	10		YES	YES	35.8%
	%	63.4	2.9	5.8	24.3	0.8	2.9	100.0						50.0		20.0	20.0	10.0		100.0				
C5	#	133	7	33	84	9	13	279	2.6	26.4	2.6	0.1	NO	NO	37	3	13	20	2	11	86	96.5%	YES	YES
	%	47.7	2.5	11.8	30.1	3.2	4.7	100.0						43.0	3.5	15.1	23.3	2.3	12.8	100.0				
C7	#	121	6	6	124	5	11	273	3.2	30.4	4.4	1.0	NO	2.6	20		1	27		3	51	68.7%	YES	41.6%
	%	44.3	2.2	2.2	45.4	1.8	4.0	100.0						39.2		2.0	52.9		5.9	100.0				
C8	#	53	1	3	30	1	1	89	2.9	37.8	5.1	1.8	4.1	4.0	12		3	2		1	18	38.7%	89.2%	22.0%
	%	59.6	1.1	3.4	33.7	1.1	1.1	100.0						66.7		16.7	11.1		5.6	100.0				
C9	#	144	20	4	71	26	1	266	5.1	28.1	10.0	NO	1.4	0.2	21	3	1	14	1	2	42			
	%	54.1	7.5	1.5	26.7	9.8	0.4	100.0						50.0	7.1	2.4	33.3	2.4	4.8	100.0		YES	95.0%	97.7%
	#																							
	%																							

**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.

## Clemson University (page 2 of 3)

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 86	8		68	10	1	173	4.9	36.0	7.7	0.3*	NO	1.9	8			5			13	94.4%	YES	75.1%	
	% 49.7	4.6		39.3	5.8	0.6	100.0							61.5			38.5			100.0				
E21	# 82	11	4	242	31	5	375	2.5	61.1	7.5	NO	NO	NO	12	2	1	34	3	3	55	YES	YES	YES	
	% 21.9	2.9	1.1	64.5	8.3	1.3	100.0							21.8	3.6	1.8	61.8	5.5	5.5	100.0				
E22	# 18	1		60	4		83	1.0	63.3	3.7	NO	NO	NO	3			6	1		10	YES	YES	YES	
	% 21.7	1.2		72.3	4.8		100.0							30.0			60.0	10.0		100.0				
E23	# 32	5		83	9	2	131	3.0	61.6	11.4	NO	NO	4.5	4			13	1	1	19	YES	YES	60.3%	
	% 24.4	3.8		63.4	6.9	1.5	100.0							21.1			68.4	5.3	5.3	100.1				
E24	# 49		1	20			70	8.1	40.8	8.4	8.1	12.2	8.4	4			2			6	0.0%	70.0%	0.0%	
	% 70.0		1.4	28.6			100.0							66.7			33.3			100.0				
E25	# 81	1		36	4		122	2.8	24.7	3.0	2.0	NO	NO	12			10		2	24	29.3%	YES	YES	
	% 66.4	0.8		29.5	3.3		100.0							50.0			41.7		8.3	100.0				
E31	# 86	12	1	87	10	2	198	4.8	34.0	5.5	NO	NO	0.4	8	1		9		1	19	YES	YES	91.8%*	
	% 43.4	6.1	0.5	43.9	5.1	1.0	100.0							42.1	5.3		47.4		5.3	100.1				
E32	# 68	8	1	44	4	2	127	7.0	34.4	7.7	0.7*	NO	4.6	4	1		5	1	1	12	90.0%*	YES	40.9%	
	% 53.5	6.3	0.8	34.6	3.1	1.6	100.0							33.3	8.3		41.7	8.3	8.3	99.9				
	#																							
	%																							

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

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

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

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

### Clemson University (page 3 of 3)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 39	2		3	1		45	5.3	7.5	1.4	0.9	0.8	NO	7	1		1			9	83.9%	88.9%	YES
	% 86.7	4.4		6.7	2.2		100.0							77.8	11.1		11.1			100.0			
E51	# 3	2	1	255	33	2	296	1.6	81.1	8.4	0.9	NO	NO		1	1	52	4		58	42.2%	YES	YES
	% 1.0	0.7	0.3	86.1	11.1	0.7	100.0								1.7	1.7	89.7	6.9		100.0			
E52	# 15	11		32	25		83	18.5	53.5	10.9	5.2	14.9	NO	6	3		6	3		18	71.6%	72.1%	YES
	% 18.1	13.3		38.6	30.1		100.0							33.3	16.7		33.3	16.7		100.0			
E6	# 15	5		100	21	3	144	0.8	70.1	9.0	NO	0.7	NO	3		1	23	2	1	30			*
	% 10.4	3.5		69.4	14.6	2.1	100.0							10.0		3.3	76.7	6.7	3.3	100.0	YES	99.1%	YES
E7	# 195	13	3	10			221	8.8	7.2	0.3	2.9	2.7	0.3	18			2			20	66.8%	62.8%	0.0%*
	% 88.2	5.9	1.4	4.5			100.0							90.0			10.0			100.0			
E8	# 76	41		61	72	1	251	7.1	10.6	6.2	NO	NO	NO	9	7	1	3	7	1	28	YES	YES	YES
	% 30.3	16.3		24.3	28.7	0.4	100.0							32.1	25.0	3.6	10.7	25.0	3.6	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 2004: 80.0 percent  
 Level of Goal Attainment for 2005: 77.7 percent  
 Level of Goal Attainment for 2006: 79.3 percent

## Coastal Carolina University (page 1 of 2)

Agency Director: Ronald R. Ingle, President

EEO Officer: Janis W. Chesson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	5			3		8	3.8	41.6	8.5	3.8	4.1	8.5								0.0%	90.1%	0.0%	
	%	62.5			37.5		100.0																	
C2	#	4			1		5	3.0	41.2	6.4	3.0	21.2	6.4	1						1	0.0%	48.5%	0.0%	
	%	80.0			20.0		100.0							100.0						100.0				
C3	#	31		1	15	1	48	1.0	29.5	2.8	1.0	NO	0.7	4	1		3			8	0.0%	YES	74.4%	
	%	64.6		2.1	31.3	2.1	100.0							50.0	12.5		37.5			100.0				
C4	#	47	2	2	21	1	73	1.3	34.4	2.5	NO	5.6	1.1	3	1	1	6			11	YES	83.6%	54.8%	
	%	64.4	2.7	2.7	28.8	1.4	100.0							27.3	9.1	9.1	54.5			100.0				
C5	#	41	3	2	33	2	86	3.3	46.1	6.6	NO	7.7	4.3	10			7			17	YES	83.2%	35.2%	
	%	47.7	3.5	2.3	38.4	2.3	100.0							58.8			41.2			100.0				
C6	#	9		2	12		24	4.2	51.3	12.8	4.2	1.3	12.8								0.0%	97.5%	0.0%	
	%	37.5		8.3	50.0		100.0																	
C7 and C8	#	27	2		16		45	3.6	47.4	8.8	NO	11.8	8.8	9	1	1	3			14	YES	75.0%	0.0%	
	%	60.0	4.4		35.6		100.0							64.3	7.1	7.1	21.4			99.9				
C9	#	31	8		11	1	51	6.1	23.4	1.4	NO	1.8	NO	4	2	1	3			10	YES	92.2%	YES	
	%	60.8	15.7		21.6	2.0	100.0							40.0	20.0	10.0	30.0			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.

## Coastal Carolina University (page 2 of 2)

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability			
														5										
	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		10	1		19	3.6	25.8	3.6	NO	NO	NO	4			2			6			
	%	36.8	5.3		52.6	5.3		100.0							66.7			33.3			100.0	YES	YES	YES
E2	#	45	3	1	68	6		123	5.7	36.1	9.5	3.3	NO	4.6	5	1		17	5		28			
	%	36.6	2.4	0.8	55.3	4.9		100.0							17.9	3.6		60.7	17.9		100.0	42.8%	YES	51.3%
E3	#	36	1	2	15	2		56	5.6	25.5	7.4	3.8	NO	3.8	6			3		1	10			
	%	64.3	1.8	3.6	26.8	3.6		100.0							60.0			30.0		10.0	100.0	31.9%	YES	48.3%
E4	#	17	2			3		22	13.7	8.0	3.7	4.6	8.0	NO	11			1	1		13			
	%	77.3	9.1			13.6		100.0							84.6			7.7	7.7		100.0	66.4%	0.0%	YES
E5	#	1			50	4		55	0.6	74.6	5.8	0.6	NO	NO				7	1		8			
	%	1.8			90.9	7.3		100.0										87.5	12.5		100.0	0.0%	YES	YES
E6	#	4			44	4		52	0.6	79.5	6.2	0.6	NO	NO	4			13		1	18			
	%	7.7			84.6	7.7		100.0							22.2			72.2		5.6	100.0	0.0%	YES	YES
E7	#	31	3	1				35	7.9	4.1	1.1	NO	4.1	1.1	6						6			
	%	88.6	8.6	2.9				100.0							100.0						100.0	YES	0.0%	0.0%
E8	#	27	15		12	10		64	20.7	14.9	7.7	NO	NO	NO	1	1	1	2	2		7			
	%	42.2	23.4		18.8	15.6		100.0							14.3	14.3	14.3	28.6	28.6		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 2004: 86.9 percent

Level of Goal Attainment for 2005: 79.5 percent

Level of Goal Attainment for 2006: 74.4 percent



## College of Charleston (page 1 of 2)

Agency Director: Conrad Festa, President

EEO Officer: Deni Mitchell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	24	5		37	5	1	72	5.1	37.4	11.0	NO	NO	4.1	1	1		2	1	1	6	YES	YES	63.1%
	%	33.3	6.9		51.4	6.9	1.4	100.0						16.7	16.7		33.3	16.7	16.7	100.0				
C2	#	5	1		8	1		15	6.2	41.2	10.2	NO	NO	3.5							YES	YES	65.4%	
	%	33.3	6.7		53.3	6.7		100.0																
C3	#	85	4	3	24			116	3.4	32.4	2.1	NO	11.7	2.1	5		1	2	1		9	YES	63.9%	0.0%
	%	73.3	3.4	2.6	20.7			100.0						55.6		11.1	22.2	11.1		100.0				
C4	#	80	4	6	58	5	5	158	3.9	38.0	3.2			*	2	1		4	1	1	9			*
	%	50.6	2.5	3.8	36.7	3.2	3.2	100.0				1.4	1.3	0.0	22.2	11.1		44.4	11.1	11.1	100.0	64.9%	96.6%	98.9%
C5	#	25	1	1	45	2	2	76	6.0	45.7	12.9				9		1	9	1	1	21			
	%	32.9	1.3	1.3	59.2	2.6	2.6	100.0				4.7	NO	10.3	42.9		4.8	42.9	4.8	4.8	100.0	21.9%	YES	20.4%
C6	#	38	6		28	3	1	76	5.6	46.2	12.3	NO	9.4	8.4	4			6		1	11	YES	79.7%	32.1%
	%	50.0	7.9		36.8	3.9	1.3	100.0							36.4			54.5		9.1	100.0			
C8 and C9	#	38	6		26	4	2	76	5.9	35.3	5.9	NO	1.1	0.6		1		2			3	YES	96.9%	89.2%
	%	50.0	7.9		34.2	5.3	2.6	100.0								33.3		66.7			100.0			
E2	#	58	15	3	132	25	4	237	6.2	41.1	12.2	NO	NO	1.7	16	4		30	6		56	YES	YES	86.5%
	%	24.5	6.3	1.3	55.7	10.5	1.7	100.0							28.6	7.1		53.6	10.7		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  
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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.

## College of Charleston (page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 24	5	4	16	7	1	57	5.9	31.8	8.1	NO	3.7	NO	4			1	1		6	YES	88.3%	YES
	% 42.1	8.8	7.0	28.1	12.3	1.8	100.0							66.7			16.7	16.7		100.0			
E4	# 16	18	2	2	4		42	18.2	9.0	9.7	NO	4.2	0.2	11	5		2	1		19	YES	52.9%	98.2%*
	% 38.1	42.9	4.8	4.8	9.5		100.0							57.9	26.3		10.5	5.3		100.0			
E5	# 8	3		43	24		78	3.8	50.8	18.3	NO	NO	NO	1			12	3		16	YES	YES	YES
	% 10.3	3.8		55.1	30.8		100.0							6.3			75.0	18.8		100.0			
E6	# 1	6		22	29	4	62	2.8	64.2	13.0	NO	28.7	NO	7			14	6	2	29	YES	55.3%	YES
	% 1.6	9.7		35.5	46.8	6.5	100.0							24.1			48.3	20.7	6.9	100.0			
E7	# 11	47		2			60	19.1	10.4	10.4	NO	7.1	10.4	4	4		2			10	YES	32.1%	0.0%
	% 18.3	78.3		3.3			100.0							40.0	40.0		20.0			100.0			
E8	# 6	17		2	24		49	23.5	13.0	12.8	NO	8.9	NO	2			1	2		5	YES	31.4%	YES
	% 12.2	34.7		4.1	49.0		100.0							40.0			20.0	40.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 82.0 percent

Level of Goal Attainment for 2005: 74.8 percent

Level of Goal Attainment for 2006: 79.5 percent

## Commerce, Department of

Agency Director: Joe E. Taylor Jr.  
EEO Officer: Cynthia Gutierrez Dannels

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			4	1	1	12	3.1	23.0	3.3	3.1	NO	NO	3			2	1		6	0.0%	YES	YES
	% 50.0			33.3	8.3	8.3	100.0							50.0			33.3	16.7		100.0			
E2 and E3	# 38	3	1	44	16	1	103	4.6	30.3	5.8	1.7	NO	NO	11		1	11	8		31	63.3%	YES	YES
	% 36.9	2.9	1.0	42.7	15.5	1.0	100.0							35.5		3.2	35.5	25.8		100.0			
E5	# 1			4			5	6.0	42.8	16.7	NO	NO	16.7				2			2	YES	YES	0.0%
	% 20.0			80.0			100.0										100.0			100.0			
E7	# 1						1	2.4	2.4	0.0	NO	2.4	0.0								YES	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 2004: 100.0 percent

Level of Goal Attainment for 2005: 100.0 percent

Level of Goal Attainment for 2006: 95.4 percent

## Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: Nathan Kaminski, Jr.

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		6	3	1	20	3.3	30.9	6.3	NO	0.9	NO				1			1	YES	97.1%	YES
	% 45.0	5.0		30.0	15.0	5.0	100.0										100.0			100.0			
E2	# 5	1		9	3		18	4.8	35.9	9.4	NO	NO	NO	1		1	1			3	YES	YES	YES
	% 27.8	5.6		50.0	16.7		100.0							33.3		33.3	33.3			100.0			
E3	# 3	2		1	1		7	7.4	23.3	6.4	NO	9.0	NO								YES	61.3%	YES
	% 42.9	28.6		14.3	14.3		100.0																
E5	#			5	3	1	9	5.5	40.9	14.4	5.5	NO	NO				3	1	1	5	0.0%	YES	YES
	%			55.6	33.3	11.1	100.0										60.0	20.0	20.0	100.0			
E6	#			1	1		2	2.7	63.7	17.0	2.7	13.7	NO				1			1	0.0%	78.5%	YES
	%			50.0	50.0		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: Exempt  
 Level of Goal Attainment for 2005: 88.7 percent  
 Level of Goal Attainment for 2006: 95.1 percent

## Department of Consumer Affairs

Agency Director: Brandolyn Thomas Pinkston

EEO Officer: Herbert Walker

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	1		1			4	4.9	21.4	5.0	NO	NO	5.0								YES	YES	0.0%
	% 50.0	25.0		25.0			100.0										1			1			*
E2	# 5	3		7	9		24	7.5	32.6	9.4	NO	3.4	NO				100.0			100.0	YES	89.5%	YES
	% 20.8	12.5		29.2	37.5		100.0																
E3, E5, E6 Combined	# 1	1		6	8		16	3.8	67.7	13.8	NO	30.2	NO		1			1		2	YES	55.4%	YES
	% 6.3	6.3		37.5	50.0		100.0							50.0				50.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 80.8 percent

Level of Goal Attainment for 2005: 82.3 percent

Level of Goal Attainment for 2006: 93.1 percent

## Corrections, Department of (Page 1 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	69	23	1	4	15	1	113	5.6	23.8	5.9	NO	20.3	NO	17	6	2		4	1	30	YES	14.9%	YES
	%	61.1	20.4	0.9	3.5	13.3	0.9	100.0							56.7	20.0	6.7			13.3	3.3			
E1B	#	71	20	2	21	14	3	131	6.1	25.5	7.0	NO	9.5	NO	8	6		3	2		19	YES	62.9%	YES
	%	54.2	15.3	1.5	16.0	10.7	2.3	100.0							42.1	31.6			15.8	10.5				
E2A	#	72	19	2	69	30	1	193	7.0	32.7	13.2	NO	NO	NO	10	6		28	6		50	YES	YES	YES
	%	37.3	9.8	1.0	35.8	15.5	0.5	100.0							20.0	12.0			56.0	12.0				
E2B	#	124	80	2	143	133	2	484	7.4	36.7	17.6	NO	7.2	NO	16	18		29	25		88	YES	80.5%	YES
	%	25.6	16.5	0.4	29.5	27.5	0.4	100.0							18.2	20.5			33.0	28.4				
E2C	#	63	38	2	43	92	1	239	4.9	45.3	20.1	NO	27.3	NO	8	6	1	9	11	1	36	YES	39.7%	YES
	%	26.4	15.9	0.8	18.0	38.5	0.4	100.0							22.2	16.7	2.8		25.0	30.6	2.8			
E3A	#	16	4		16	12	2	50	5.7	31.3	11.3	NO	NO	NO	4	1	1	4	3	1	14	YES	YES	YES
	%	32.0	8.0		32.0	24.0	4.0	100.0							28.6	7.1	7.1		28.6	21.4	7.1			
E3B	#	6	7		54	62	3	132	5.4	37.8	30.9	0.1	NO	NO	2	2	1	25	23	2	55	98.2%	YES	YES
	%	4.5	5.3		40.9	47.0	2.3	100.0							3.6	3.6	1.8		45.5	41.8	3.6			
E4A	#	113	241	4	32	100	1	491	24.4	12.1	21.7	NO	5.6	1.3	11	23		4	10		48	YES	53.9%	93.9%
	%	23.0	49.1	0.8	6.5	20.4	0.2	100.0							22.9	47.9			8.3	20.8				
	#																							
	%																							

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

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

## Corrections, Department of (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
E4B	# 223	425	18	88	349	3	1106	27.2	9.6	26.5	NO	1.6	NO	40	74	4	11	69		198	YES	82.9%	YES
	% 20.2	38.4	1.6	8.0	31.6	0.3	100.0							20.2	37.4	2.0	5.6	34.8		100.0			
E4C	# 503	672	30	171	833	14	2223	27.8	9.0	26.8	NO	1.3	NO	294	312	15	109	375	8	1113	YES	85.5%	YES
	% 22.6	30.2	1.3	7.7	37.5	0.6	100.0							26.4	28.0	1.3	9.8	33.7	0.7	100.0			
E5	# 13	12		86	54	3	168	5.0	49.7	17.1	NO	NO	NO	5			12	12		29	YES	YES	YES
	% 7.7	7.1		51.2	32.1	1.8	100.0							17.2			41.4	41.4		100.0			
E6	# 5	8	1	59	54		127	4.9	46.6	18.5	NO	0.1	NO	2	3		23	11		39	YES	99.7%	YES
	% 3.9	6.3	0.8	46.5	42.5		100.0							5.1	7.7		59.0	28.2		100.0			
E7	# 74	27		1	6		108	10.8	1.3	3.5	NO	0.4	NO	17	4		1	2		24	YES	71.2%	YES
	% 68.5	25.0		0.9	5.6		100.0							70.8	16.7		4.2	8.3		100.0			
E8A	# 38	10	1	6	14		69	8.4	29.5	11.6	NO	20.8	NO	10	2			3		15	YES	29.5%	YES
	% 55.1	14.5	1.4	8.7	20.3		100.0							66.7	13.3			20.0		100.0			
E8B	# 18	37	5	10	55	3	128	10.6	27.3	31.2	NO	19.5	NO	8	14	3	9	29	2	65	YES	28.6%	YES
	% 14.1	28.9	3.9	7.8	43.0	2.3	100.0							12.3	21.5	4.6	13.8	44.6	3.1	100.0			
	#																						
	%																						
	#																						
	%																						

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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 2004: 89.8 percent

Level of Goal Attainment for 2005: 89.4 percent

Level of Goal Attainment for 2006: 89.8 percent

## Deaf and Blind, School for the

Agency Director: Dr. Shiela S. Breitweiser

EEO Officer: Jennifer M. Lauer

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	3		7	3.4	37.8	6.2	3.4	NO	NO				1			1	0.0%	YES	YES
	%		14.3	42.9	42.9		100.0										100.0			100.0			
E2	#	36	6		124	25	2	193	3.7	56.4	8.4	0.6	NO	NO	8	1		24	6	39	84.0%	YES	YES
	%	18.7	3.1		64.2	13.0	1.0	100.0						20.5	2.6		61.5	15.4		100.0			
E3	#	5			3	2		10	4.3	34.1	8.5	4.3	4.1	NO							0.0%	88.0%	YES
	%	50.0			30.0	20.0		100.0															
E5	#	14	13		53	43	2	125	2.2	10.7	49.6	NO	NO	15.2	2	2		5	7	16	YES	YES	69.4%
	%	11.2	10.4		42.4	34.4	1.6	100.0						12.5	12.5		31.3	43.8		100.0			
E6	#				16	3		19	0.3	78.1	7.3	0.3	NO	NO				2	1	3	0.0%	YES	YES
	%				84.2	15.8		100.0									66.7	33.3		100.0			
E7	#	12	1					13	8.7	0.6	5.5	1.0	0.6	5.5	1					1	88.4%	0.0%	0.0%
	%	92.3	7.7					100.0						100.0						100.0			
E8	#	2	4		7	8		21	12.8	32.6	14.1	NO	NO	NO	1			3	1	5	YES	YES	YES
	%	9.5	19.0		33.3	38.1		100.0						20.0			60.0	20.0		100.0			
	#																						
	%																						

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

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

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

Level of Goal Attainment for 2004: 93.4 percent

Level of Goal Attainment for 2005: 87.4 percent

Level of Goal Attainment for 2006: 95.6 percent



## Disabilities and Special Needs (Statewide)

Agency Director: Stan Butkus, Ph.D.

EEO Officer: Wayne D. Blanton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	33	4		35	32		104						3	1		2	3		9			
	%	31.7	3.8		33.7	30.8		100.0	7.7	28.6	15.4	3.9	NO	NO	33.3	11.1		22.2	33.3		100.0	50.0%	YES
E2	#	51	16	2	122	73	5	269						7	6	2	22	19	1	57			
	%	19.0	5.9	0.7	45.4	27.1	1.9	100.0	6.5	36.6	32.6	0.6	NO	5.5	12.3	10.5	3.5	38.6	33.3	1.8	100.0	91.5%	YES
E3	#	20	4	2	60	40	3	129						5			16	11		32			
	%	15.5	3.1	1.6	46.5	31.0	2.3	100.0	6.6	32.0	33.9	3.5	NO	2.9	15.6			50.0	34.4		100.0	47.0%	YES
E4 and E7	#	40	14		1	1		56						5	2		1			8			
	%	71.4	25.0		1.8	1.8		100.0	3.4	0.9	0.9	NO	NO	NO	62.5	25.0		12.5			100.0	YES	YES
E5	#	30	186	1	108	1042	4	1371						5	45	1	29	196	6	282			
	%	2.2	13.6	0.1	7.9	76.0	0.3	100.0	3.6	31.3	43.4	NO	23.4	NO	1.8	16.0	0.4	10.3	69.5	2.1	100.0	YES	25.2%
E6	#	2	1		57	55	3	118									3	4		7			
	%	1.7	0.8		48.3	46.6	2.5	100.0	1.8	57.3	18.3	1.0	9.0	NO				42.9	57.1		100.0	47.1%	84.3%
E8	#	23	33		28	116	4	204							6		5	15		26			
	%	11.3	16.2		13.7	56.9	2.0	100.0	23.4	8.6	11.9	7.2	NO	NO		23.1		19.2	57.7		100.0	69.1%	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 83.4 percent

Level of Goal Attainment for 2005: 82.2 percent

Level of Goal Attainment for 2006: 85.2 percent

## Disabilities and Special Needs (Central Office & Midlands)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	3		18	12		49	6.3	26.0	9.3	0.2	*	NO	NO	2	1		2	1		6	97.2%	YES	YES
	% 32.7	6.1		36.7	24.5		100.0							33.3	16.7		33.3	16.7		100.0				
E2	# 24	7		38	38	5	112	6.9	31.8	43.3	0.7	*	NO	9.4	3	3		6	14	1	27	90.6%	YES	78.4%
	% 21.4	6.3		33.9	33.9	4.5	100.0							11.1	11.1		22.2	51.9	3.7	100.0				
E3	# 14	3	1	16	10	3	47	5.7	24.3	20.5	NO	NO	NO	1			4	4		9	YES	YES	YES	
	% 29.8	6.4	2.1	34.0	21.3	6.4	100.0							11.1			44.4	44.4		100.0				
E5	# 3	64		10	224		301	3.3	29.5	39.2	NO	26.2	NO		11		2	32		45	YES	11.3%	YES	
	% 1.0	21.3		3.3	74.4		100.0								24.4		4.4	71.1		100.0				
E6	# 1	1		16	28	2	48	0.9	56.1	16.5	NO	22.8	NO				3			3	YES	59.4%	YES	
	% 2.1	2.1		33.3	58.3	4.2	100.0										100.0			100.0				
E7	# 7	6		1			14	1.4	0.7	0.2	NO	NO	0.2	*	1		1			2	YES	YES	0.0%	
	% 50.0	42.9		7.1			100.0								50.0		50.0			100.0				
E8	# 3	8			23		34	23.3	7.8	4.4	NO	7.8	NO					1		1	YES	0.0%	YES	
	% 8.8	23.5			67.6		100.0											100.0		100.0				
	#																							
	%																							
	#																							
	%																							

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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 2004: 84.5 percent

Level of Goal Attainment for 2005: 81.7 percent

Level of Goal Attainment for 2006: 86.8 percent

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

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability			
	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		17	20		55	9.3	31.4	21.5	7.5	0.5	NO	1				2		3	19.6%	98.4%*	YES
	%	30.9	1.8		30.9	36.4		100.0							33.3					66.7				
E2	#	27	9	2	84	35		157	6.2	39.8	25.6	0.5	NO	3.3	5	3	2	16	5		31	92.5%*	YES	87.1%
	%	17.2	5.7	1.3	53.5	22.3		100.0							16.1	9.7	6.5	51.6	16.1		100.0			
E3	#	6	1	1	44	30		82	7.1	35.4	39.8	5.9	NO	3.2	4			12	7		23	17.2%	YES	91.9%
	%	7.3	1.2	1.2	53.7	36.6		100.0							17.4			52.2	30.4		100.0			
E4 and E7	#	33	8			1		42	3.4	0.9	0.9	NO	0.9	NO	5	1					6	YES	0.0%*	YES
	%	78.6	19.0			2.4		100.0							83.3	16.7					100.0			
E5	#	27	122	1	98	818	4	1070	3.7	31.9	44.8	NO	22.7	NO	5	34	1	27	164	6	237	YES	28.7%	YES
	%	2.5	11.4	0.1	9.2	76.4	0.4	100.0							2.1	14.3	0.4	11.4	69.2	2.5	100.0			
E6	#	1			41	27	1	70	2.2	57.9	19.3	2.2	NO	NO					4		4	0.0%	YES	YES
	%	1.4			58.6	38.6	1.4	100.0											100.0		100.0			
E8	#	2	25		28	93	4	152	23.5	8.8	13.5	7.1	NO	NO		6		5	14		25	70.0%	YES	YES
	%	1.3	16.4		18.4	61.2	2.6	100.0								24.0		20.0	56.0		100.0			
	#																							
	%																							
	#																							
	%																							

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

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

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

Level of Goal Attainment for 2004: 81.0 percent

Level of Goal Attainment for 2005: 75.4 percent

Level of Goal Attainment for 2006: 80.3 percent

## Education, Department of

Agency Director: Inez Tenenbaum

EEO Officer: Michael Addison

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 12	2		12	3	1	30	4.2	23.2	4.6	NO	NO	NO	1			4		1	6	YES	YES	YES
	% 40.0	6.7		40.0	10.0	3.3	100.0							16.7			66.7		16.7	100.0			
E2A	# 49	12	2	85	31	4	183	4.7	41.5	18.8	NO	NO	1.9	15	2	1	19	8		45	YES	YES	90.1%
	% 26.8	6.6	1.1	46.4	16.9	2.2	100.0							33.3	4.4	2.2	42.2	17.8		100.0			
E2B	# 23	4	1	34	18		80	5.1	29.0	7.1	0.1	NO	NO	5	1		2	3		11	98.0%*	YES	YES
	% 28.8	5.0	1.3	42.5	22.5		100.0							45.5	9.1		18.2	27.3		100.0			
E2C	# 51	3		19	13		86	8.5	24.6	6.8				10			8	2		20			
	% 59.3	3.5		22.1	15.1		100.0				5.0	2.5	NO	50.0			40.0	10.0		100.0	41.0%	89.8%	YES
E3	# 8	1		10	5		24	8.0	32.4	8.8	3.8	NO	NO	2			2			4	52.1%*	YES	YES
	% 33.3	4.2		41.7	20.8		100.0							50.0			50.0			100.0			
E5	#	1		27	17	1	46	1.5	16.4	63.7	NO	NO	26.7		1		6	7		14	YES	YES	58.0%
	%	2.2		58.7	37.0	2.2	100.0								7.1		42.9	50.0		100.0			
E6	# 2			44	21		67	5.8	47.9	17.1	5.8	NO	NO					9	5	14	0.0%	YES	YES
	% 3.0			65.7	31.3		100.0											64.3	35.7	100.0			
E7	# 236	112	3	29	3		383	16.3	3.4	2.4	NO	NO	1.6	53	22		3			78	YES	YES	32.6%
	% 61.6	29.2	0.8	7.6	0.8		100.0							67.9	28.2		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.

## South Carolina Education Lottery

Agency Director: Ernie Passailaigue

EEO Officer: Ernestine Middleton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	4		5	2		20	3.1	24.3	3.4	NO	NO	NO								YES	YES	YES
	% 45.0	20.0		25.0	10.0		100.0																
E2	# 20	15	1	19	17	1	73	5.2	32.3	6.7	NO	6.3	NO	1	2		5	1		9	YES	80.6%	YES
	% 27.4	20.5	1.4	26.0	23.3	1.4	100.0							11.1	22.2		55.6	11.1		100.0			
E3	# 4	2		3	4		13	5.0	31.5	8.2	NO	8.4	NO	3			2	1		6	YES	73.3%	YES
	% 30.8	15.4		23.1	30.8		100.0							50.0			33.3	16.7		100.0			
E5	# 2	2		11	10	1	26	6.2	45.7	8.7	NO	3.4	NO	1	1	1	8	3		14	YES	92.6%	YES
	% 7.7	7.7		42.3	38.5	3.8	100.0							7.1	7.1	7.1	57.1	21.4		100.0			
E6	# 4	3		6	2		15	1.0	72.2	14.3	NO	32.2	1.0	2	1		4		1	8	YES	55.4%	93.2%
	% 26.7	20.0		40.0	13.3		100.0							25.0	12.5		50.0		12.5	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 2004: 91.0 percent

Level of Goal Attainment for 2005: 92.0 percent

Level of Goal Attainment for 2006: 93.0 percent

## Educational Television

Agency Director: Maurice Bresnahan

EEO Officer: Mark Whittington

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability							
																								WM	BM	OM	WF	BF
E1	#	4			3			7	4.4	24.4	5.0	4.4	NO	5.0											0.0%	YES	0.0%	
	%	57.1			42.9			100.0																				
E2A	#	50	5	1	11	2		69	6.2	18.6	6.0	NO	2.7	3.1	3	1			1				5	YES	85.7%	48.3%		
	%	72.5	7.2	1.4	15.9	2.9		100.0							60.0	20.0			20.0				100.0					
E2B	#	17	3		7	3		30	5.6	21.6	5.3	NO	NO	NO	2				1	1			4	YES	YES	YES		
	%	56.7	10.0		23.3	10.0		100.0							50.0				25.0	25.0			100.0					
E2C	#	8	3		11	5	1	28	5.4	35.8	4.3	NO	NO	NO	4	1			1	2			8	YES	YES	YES		
	%	28.6	10.7		39.3	17.9	3.6	100.0							50.0	12.5			12.5	25.0			100.0					
E3	#	28	10		10	4		52	10.4	9.8	10.6	NO	NO	2.9	7	2			1	1			11	YES	YES	72.6%		
	%	53.8	19.2		19.2	7.7		100.0							63.6	18.2			9.1	9.1			100.0					
E5 and E6	#	2	1		9	8		20	0.9	4.1	6.6	NO	NO	NO					2				2	YES	YES	YES		
	%	10.0	5.0		45.0	40.0		100.0											100.0				100.0					
E7	#	2						2	17.2	3.7	1.8	17.2	3.7	1.8	3								3	0.0%	0.0%	0.0%		
	%	100.0						100.0							100.0								100.0					
	#																											
	%																											
	#																											
	%																											

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

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

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

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

Level of Goal Attainment for 2004: 85.0 percent

Level of Goal Attainment for 2005: 90.6 percent

Level of Goal Attainment for 2006: 94.2 percent

## Election Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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, E2 Combined	# 3			5			8	5.2	45.8	10.0	5.2 *	NO	10.0 *								0.0% *	YES	0.0% *
	% 37.5			62.5			100.0																
E3, E5, E6 Combine	# 2	1		3	2		8	7.0	43.1	13.9	NO	5.6 *	NO								YES	87.0% *	YES
	% 25.0	12.5		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 2005: 85.1 percent

Level of Goal Attainment for 2006: 96.8 percent

## Employment Security Commission

Agency Director: Roosevelt T. Halley

EEO Officer: Stephani Hamberg

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 5	1		1			7	3.6	18.3	3.2	NO	4.0	3.2	1	1					2	YES	78.1%	0.0%	
	% 71.4	14.3		14.3			100.0							50.0	50.0					100.0		*	*	
E2A	# 50	37	1	118	101	7	314	4.6	44.2	24.5	NO	6.6	NO	11	9		23	18	2	63	YES	85.0%	YES	
	% 15.9	11.8	0.3	37.6	32.2	2.2	100.0							17.5	14.3		36.5	28.6	3.2	100.0				
E2B and E4	# 26	22	2	85	60	1	196	5.4	41.8	16.7	NO	NO	NO	5	5		12	10		32	YES	YES	YES	
	% 13.3	11.2	1.0	43.4	30.6	0.5	100.0							15.6	15.6		37.5	31.3		100.0				
E2C	# 48	13		59	23		143	4.2	32.1	16.2	NO	NO	0.1	4	2		9	9		24	YES	YES	99.3%	
	% 33.6	9.1		41.3	16.1		100.0						*	16.7	8.3		37.5	37.5		100.0			*	
E2D	# 26	5		26	14		71	5.7	25.5	6.4	NO	NO	NO	2	3		8	3		16	YES	YES	YES	
	% 36.6	7.0		36.6	19.7		100.0							12.5	18.8		50.0	18.8		100.0				
E3A, EB, EC, ED COMBINED	# 31	7	1	15	17		71	11.6	22.9	7.6	1.7	1.8	NO	5	1	1	2	5		14	85.0%	92.3%	YES	
	% 43.7	9.9	1.4	21.1	23.9		100.0							35.7	7.1	7.1	14.3	35.7		100.0				
E6 and E7	# 4	6		47	30	1	88	4.8	5.4	16.1	NO	NO	NO		4		18	7	1	30	YES	YES	YES	
	% 4.5	6.8		53.4	34.1	1.1	100.0								13.3		60.0	23.3	3.3	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 2004: 96.0 percent

Level of Goal Attainment for 2005: 97.1 percent

Level of Goal Attainment for 2006: 97.0 percent



## Financial Institutions, Board of

Agency Director: Grady Patterson, Jr.

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2			6	2.4	43.0	5.5	2.4	9.7	5.5	1			1			2	0.0%	77.5%	0.0%
	% 66.7	0.0	0.0	33.3	0.0									50.0			50.0			100.0			
E2	# 12	4		7	3		26	3.0	47.2	9.3	NO	20.3	NO	3			2			5	YES	57.0%	YES
	% 46.2	15.4	0.0	26.9	11.5									60.0			40.0			100.0			
E5 and E6	#			3			3	0.2	69.7	17.6	0.2	NO	17.6								0.0%	YES	0.0%
	%	0.0	0.0	100.0	0.0																		
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 89.2 percent

Level of Goal Attainment for 2006: 86.9 percent

## Forestry Commission

Agency Director: Robert Schowalter

EEO Officer: Lisa K. McCloud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 13			2	2		17	3.8	20.2	4.1	3.8	8.4	NO	3			1			4	0.0%	58.2%	YES
	% 76.5			11.8	11.8		100.0							75.0			25.0			100.0			
E2, E2A and E2B	# 58	1		19			78	3.2	12.1	2.5	1.9	NO	2.5	15			5			20	40.1%	YES	0.0%
	% 74.4	1.3		24.4			100.0							75.0			25.0			100.0			
E3	# 36	1		3			40	6.5	3.0	0.8	4.0	NO	0.8								38.5%	YES	0.0%
	% 90.0	2.5		7.5			100.0																*
E4	# 129	18	1	3			151	11.2	0.9	0.9	NO	NO	0.9	15			1			16	YES	YES	0.0%
	% 85.4	11.9	0.7	2.0			100.0							93.8			6.3			100.0			
E5	#			6	1		7	3.6	60.0	15.6	3.6	NO	1.3								0.0%	YES	91.6%
	%			85.7	14.3		100.0															*	*
E6	# 3			33	4		40	4.9	34.0	19.6	4.9	NO	9.6				2	1		3	0.0%	YES	51.0%
	% 7.5			82.5	10.0		100.0										66.7	33.3		100.0			
E7	# 17	5		1			23	19.0	3.2	4.0	NO	NO	4.0								YES	YES	0.0%
	% 73.9	21.7		4.3			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 2004: 56.8 percent

Level of Goal Attainment for 2005: 63.2 percent

Level of Goal Attainment for 2006: 69.4 percent

## Francis Marion University

Agency Director: Dr. Fred Carter, President

EEO Officer: Joyce Durant

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted 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	#	14	1		12	1		28						3	2		4			9			*
	%	50.0	3.6		42.9	3.6		100.0	3.5	21.3	4.1	NO	NO	0.5	33.3	22.2		44.4		100.0	YES	YES	87.1%
C2 and C3	#	61	2		14	2		79						6			1	1		8			
	%	77.2	2.5		17.7	2.5		100.0	1.2	31.8	2.2	NO	14.1	NO	75.0			12.5	12.5	100.0	YES	55.7%	YES
C4 and C5	#	51	1	4	45	1	4	106						11	1	1	10		3	26			
	%	48.1	0.9	3.8	42.5	0.9	3.8	100.0	2.1	45.6	4.5	1.2	3.1	3.6	42.3	3.8	3.8	38.5		11.5	100.0	44.9%	93.1%
C6, C8 and C9	#	19	1		15	6	1	42						11			3	2		16		*	
	%	45.2	2.4		35.7	14.3	2.4	100.0	3.1	41.2	8.2	0.7	5.5	NO	68.8			18.8	12.5	100.0	76.8%	86.7%	YES
E2	#	17	3		27	12		59						7	1		9	6		23		*	
	%	28.8	5.1		45.8	20.3		100.0	5.9	38.1	16.7	0.8	NO	NO	30.4	4.3		39.1	26.1	100.0	86.2%	YES	YES
E3	#	7	1		7	1		16						2						2			*
	%	43.8	6.3		43.8	6.3		100.0	6.2	33.0	9.7	NO	NO	3.5							YES	YES	64.4%
E4 and E7	#	17	7	1	1			26						1	3		1	1		6		*	*
	%	65.4	26.9	3.8	3.8			100.0	15.3	4.3	2.6	NO	0.5	2.6	16.7	50.0		16.7	16.7	100.0	YES	89.4%	0.0%
E5 and E6	#		3		25	22		50							1		9	5		15			
	%		6.0		50.0	44.0		100.0	1.0	69.8	16.3	NO	19.8	NO		6.7		60.0	33.3	100.0	YES	71.6%	YES
E8	#	10	24		2	18	1	55						8	26		2	19	2	57			
	%	18.2	43.6		3.6	32.7	1.8	100.0	28.2	7.9	18.8	NO	4.3	NO	14.0	45.6		3.5	33.3	3.5	100.0	YES	46.0%

**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 2004: 85.1 percent

Level of Goal Attainment for 2005: 85.6 percent

Level of Goal Attainment for 2006: 85.5 percent

## Governor's Office

Agency Director: Dr. Larry Barker

EEO Officer: Edward B. Pope

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		8	5		19	5.4	24.6	5.5	0.1*	NO	NO	1			1	1		3	97.5%*	YES	YES
	% 26.3	5.3		42.1	26.3		100.0							33.3			33.3	33.3		100.0			
E2 and E2A	# 13	3		33	13		62	6.5	29.1	7.1	1.7	NO	NO	2	1		5	2		10	74.4%	YES	YES
	% 21.0	4.8		53.2	21.0		100.0							20.0	10.0		50.0	20.0		100.0			
E2B	# 12	4	1	34	38		89	6.8	26.6	9.9	2.3	NO	NO	3		1	9	11		24	66.1%	YES	YES
	% 13.5	4.5	1.1	38.2	42.7		100.0							12.5		4.2	37.5	45.8		100.0			
E3	# 4	1		2	1		8	11.7	23.9	8.3	NO	NO	NO	1	1		1			3	YES	YES	YES
	% 50.0	12.5		25.0	12.5		100.0							33.3	33.3		33.3			100.0			
E5 and E6	# 1	1		12	15		29	4.1	60.0	14.0	0.7*	18.6	NO				3	3		6	84.1%*	69.0%	YES
	% 3.4	3.4		41.4	51.7		100.0										50.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 95.2 percent

Level of Goal Attainment for 2005: 94.9 percent

Level of Goal Attainment for 2006: 92.7 percent

## Governor's School for Arts and Humanities

Agency Director: Dr. Donald Beckie, President

EEO Officer: Susan F. Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C8	#	1		2			3	8.7	40.6	9.3	8.7	NO	9.3	1						1	0.0%	YES	0.0%
	%	33.3		66.7			100.0							100.0						100.0			
E2	#	25	2	25	5	1	58	4.2	52.1	6.4	0.8	9.0	NO	2	1		6	4		13	82.1%	82.7%	YES
	%	43.1	3.4	43.1	8.6	1.7	100.0							15.4	7.7		46.2	30.8		100.0			
E3, E5, E6 & E8	#	5	1	5	7		18	2.8	61.4	6.7	NO	33.6	NO	3			3	2		8	YES	45.2%	YES
	%	27.8	5.6	27.8	38.9		100.0							37.5			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 2004: 87.0 percent

Level of Goal Attainment for 2005: 83.5 percent

Level of Goal Attainment for 2006: 87.1 percent

## Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman, President

EEO Officer: Ernie L. Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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, E2 Combined	# 9	1		4	1		15	4.2	22.1	8.5	NO	NO	1.8 *	3						3	YES	YES	78.4% *
	% 60.0	6.7		26.7	6.7		100.0							100.0						100.0			
C6	# 7		1	4	1	1	14	3.2	47.0	6.3	3.2 *	18.4	NO								0.0% *	60.8%	YES
	% 50.0		7.1	28.6	7.1	7.1	100.0																
E3, E5 Combined	#			2	1		3	8.2	42.8	16.9	8.2 *	NO	NO								0.0% *	YES	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 2004: 80.8 percent

Level of Goal Attainment for 2004: 82.3 percent

Level of Goal Attainment for 2006: 91.3 percent

## Health and Environmental Control, Department of (Statewide)

Agency Director: C. Earl Hunter

EEO Officer: Quentin Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	160	16	5	106	25		312	4.8	26.4	6.3	NO	NO	NO	20			14	3		37	YES	YES	YES	
	%	51.3	5.1	1.6	34.0	8.0		100.0							54.1			37.8	8.1		100.0				
E2A	#	8		1	582	65	5	661	1.4	65.8	10.5	1.4	NO	0.7	2		2	36	6	1	47	0.0%	YES	93.7%	
	%	1.2		0.2	88.0	9.8	0.8	100.0							4.3		4.3	76.6	12.8	2.1	100.0				
E2B	#	365	35	8	296	90	9	803	4.7	13.2	5.0	0.3	NO	NO	36	1		24	9		70	92.7%	YES	YES	
	%	45.5	4.4	1.0	36.9	11.2	1.1	100.0							51.4	1.4		34.3	12.9		100.0				
E2C	#	218	56	9	399	188	21	891	5.1	31.5	12.6	NO	NO	NO	23	9	4	62	26		124	YES	YES	YES	
	%	24.5	6.3	1.0	44.8	21.1	2.4	100.0							18.5	7.3	3.2	50.0	21.0		100.0				
E3	#	67	18	2	82	31	9	209	9.3	27.7	6.6	0.7	NO	NO	22	6		13	6	3	50	92.6%	YES	YES	
	%	32.1	8.6	1.0	39.2	14.8	4.3	100.0							44.0	12.0		26.0	12.0	6.0	100.0				
E4, E7, E8	#	24	14	1	8	2		49	20.9	11.7	5.7	NO	NO	1.6	2	3		1			6	YES	YES	71.6%	
	%	49.0	28.6	2.0	16.3	4.1		100.0							33.3	50.0		16.7			100.0				
E5	#	7	3	1	177	130	2	320	1.9	61.9	16.6	1.0	6.6	NO	3	1		7	7	1	19	49.3%	89.4%	YES	
	%	2.2	0.9	0.3	55.3	40.6	0.6	100.0							15.8	5.3		36.8	36.8	5.3	100.0				
E6	#	4	6		478	278	16	782	4.0	48.0	18.4	3.2	NO	NO	5	2	1	43	34	2	87	19.2%	YES	YES	
	%	0.5	0.8		61.1	35.5	2.0	100.0							5.7	2.3	1.1	49.4	39.1	2.3	100.0				
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2004: 86.8 percent

Level of Goal Attainment for 2005: 82.7 percent

Level of Goal Attainment for 2006: 87.9 percent

## Health and Human Services, Department of

Agency Director: Robert M. Kerr

EEO Officer: Loretta Kistler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 10	3		19	6	1	39	6.0	24.1	5.9	NO	NO	NO	1						1	YES	YES	YES
	% 25.6	7.7		48.7	15.4	2.6	100.0							100.0						100.0			
E2A	# 20	8		90	56		174	7.8	31.7	19.2	3.2	NO	NO	5			10	7		22	58.9%	YES	YES
	% 11.5	4.6		51.7	32.2		100.0							22.7			45.5	31.8		100.0			
E2B	# 40	17	4	299	229	11	600	5.7	38.9	20.7	2.9	NO	NO	7	2		43	46	4	102	49.7%	YES	YES
	% 6.7	2.8	0.7	49.8	38.2	1.8	100.0							6.9	2.0		42.2	45.1	3.9	100.0			
E3	# 16	3		4	5	2	30	2.2	13.9	3.7	NO	0.6	NO	4	2		1	2		9	YES	95.9%	YES
	% 53.3	10.0		13.3	16.7	6.7	100.0							44.4	22.2		11.1	22.2		100.0			
E5	# 3	4		29	38		74	3.6	35.2	13.6	NO	NO	NO		1		11	16		28	YES	YES	YES
	% 4.1	5.4		39.2	51.4		100.0								3.6		39.3	57.1		100.0			
E6	#	1	1	51	56		109	3.6	45.7	16.9	2.7	NO	NO		1		16	20		37	25.5%	YES	YES
	%	0.9	0.9	46.8	51.4		100.0								2.7		43.2	54.1		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 2004: 93.5 percent

Level of Goal Attainment for 2005: 91.6 percent

Level of Goal Attainment for 2006: 90.6 percent



## Commission on Higher Education

Agency Director: Gail M. Morrison, Ph.D.

EEO Officer: Jeff Richards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	4		7	2		15	5.4	39.0	13.0	NO	NO	NO					1		1	YES	YES	YES
	% 13.3	26.7		46.7	13.3		100.0											100.0		100.0			
E2	#			3	3		6	6.6	33.2	10.8	6.6	NO	NO								0.0%	YES	YES
	%			50.0	50.0		100.0																
E5 and E6	#				2		2	6.0	47.7	17.0	6.0	47.7	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 2004: Exempt  
 Level of Goal Attainment for 2005: 90.5 percent  
 Level of Goal Attainment for 2006: 100.0 percent

## Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Jeffrey L. Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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			2	2.9	30.8	4.2	2.9*	NO	4.2*								0.0%*	YES	0.0%*
	% 50.0			50.0			100.0																
E2	# 3			6	1		10	4.9	27.6	6.8	4.9*	NO	NO								0.0%*	YES	YES
	% 30.0			60.0	10.0		100.0																
E5	# 1			3	1	1	6	6.0	47.7	17.0	6.0*	NO	0.3*								0.0%*	YES	98.0%*
	% 16.7			50.0	16.7	16.7	100.0																
E6	# 1			1	1		2	6.0	47.7	17.0	6.0*	NO	NO								0.0%*	YES	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 2004: NA  
 Level of Goal Attainment for 2005: NA  
 Level of Goal Attainment for 2006: 99.7 percent

## Insurance, Department of

Agency Director: Eleanor Kitman

EEO Officer: Sheila Howard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	3	0	6	1	0	18	4.6	30.4	8.3	NO	NO	2.7 *	2						2	YES	YES	66.9% *
	% 44.4	16.7	0.0	33.3	5.6	0.0	100.0							100.0						100.0			
E2	# 11	5	1	14	6	0	37	4.8	39.2	12.6	NO	1.4 *	NO	3		1	2			6	YES	96.5% *	YES
	% 29.7	13.5	2.7	37.8	16.2	0.0	100.0							50.0		16.7	33.3			100.0			
E3, E5, E6 Combine	# 1	1	0	7	9	0	18	5.8	45.1	15.4	0.2 *	6.2	NO		1		3			4	95.8% *	86.2%	YES
	% 5.6	5.6	0.0	38.9	50.0	0.0	100.0							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 2004: Exempt  
 Level of Goal Attainment for 2005: 96.0 percent  
 Level of Goal Attainment for 2006: 93.9 percent

## John De La Howe School

Agency Director: Mark S. Williamson

EEO Officer: Angelee T. Williams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	4.5	22.8	12.2	4.5	22.8	NO	2				1		3	0.0%	0.0%	YES
	% 40.0	0.0	0.0	0.0	60.0	0.0	100.0							66.7				33.3		100.0			
E2	# 10	4	2	12	36	1	65	1.7	58.8	19.2	NO	40.3	NO	5	7	2	6	31		51	YES	31.4%	YES
	% 15.4	6.2	3.1	18.5	55.4	1.5	100.0							9.8	13.7	3.9	11.8	60.8		100.0			
E3	# 1						1	0.6	58.8	8.2	0.6	58.8	8.2								0.0%	0.0%	0.0%
	% 100.0	0.0	0.0	0.0	0.0	0.0	100.0																
E5 and E6	#			6	5		11	0.3	72.8	13.7	0.3	18.3	NO				1	3		4	0.0%	74.9%	YES
	% 0.0	0.0	0.0	54.5	45.5	0.0	100.0										25.0	75.0		100.0			
E7 and E8	# 6			2	5		13	19.2	11.3	17.9	19.2	NO	NO	1						1	0.0%	YES	YES
	% 46.2	0.0	0.0	15.4	38.5	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 2004: 86.7 percent

Level of Goal Attainment for 2005: 82.1 percent

Level of Goal Attainment for 2006: 70.6 percent

## Juvenile Justice, Department of

Agency Director: William Byars Jr.

EEO Officer: Kenneth Moses

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		3			9	5.5	21.2	5.6	NO	NO	5.6								YES	YES	0.0%	
	% 44.4	22.2		33.3			100.0																	*
E2	# 84	64		121	131		400	5.6	40.7	15.4	NO	10.5	NO	54	55	4	37	117	1	268	YES	74.3%	YES	
	% 21.0	16.0		30.3	32.8		100.0							20.1	20.5	1.5	13.8	43.7	0.4	100.0				
E3	# 9	4		14	5		32	6.2	36.6	10.9	NO	NO	NO				1			1	YES	YES	YES	
	% 28.1	12.5		43.8	15.6		100.0										100.0			100.0				
E4	# 59	296		96	398		849	25.2	17.5	26.4	NO	6.2	NO	38	156	4	72	276	7	553	YES	64.6%	YES	
	% 6.9	34.9		11.3	46.9		100.0							6.9	28.2	0.7	13.0	49.9	1.3	100.0				
E5	# 2	2		19	15		38	7.6	47.1	15.9	2.3	NO	NO	2			16	9		27	69.3%	YES	YES	
	% 5.3	5.3		50.0	39.5		100.0							7.4			59.3	33.3		100.0				
E6	#	3		39	40		82	4.8	48.4	16.8	1.1	0.8	NO		1		45	53	2	101	76.2%	98.3%	YES	
	%	3.7		47.6	48.8		100.0								1.0		44.6	52.5	2.0	100.0				
E7	# 16	6					22	21.3	4.2	2.7	NO	4.2	2.7	4	1					5	YES	0.0%	0.0%	
	% 72.7	27.3					100.0							80.0	20.0					100.0				
E8	# 3	7		3	31		44	23.5	13.0	26.0	7.6	6.2	NO	3	4			1		8	67.7%	52.4%	YES	
	% 6.8	15.9		6.8	70.5		100.0							37.5	50.0			12.5		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 2004: 90.6 percent

Level of Goal Attainment for 2005: 90.9 percent

Level of Goal Attainment for 2006: 90.6 percent

## Labor, Licensing and Regulation, Department of

Agency Director: Adrienne R. Youmans

EEO Officer: Lynn N. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	1	4	3		16	4.7	27.2	5.5	NO	2.2	NO								YES	91.9%	YES
	% 43.8	6.3	6.3	25.0	18.8		100.0																
E2A	# 33	5		19	4		61	8.5	27.1	8.9	0.3	NO	2.3	4	1		2			7	96.4%	YES	73.7%
	% 54.1	8.2		31.1	6.6		100.0							57.1	14.3		28.6			100.0			
E2B	# 96	14		41	24		175	9.3	32.5	11.0	1.3	9.1	NO	17	4		15	8		44	86.0%	72.1%	YES
	% 54.9	8.0		23.4	13.7		100.0							38.6	9.1		34.1	18.2		100.0			
E3	# 4	2		4	5	1	16	9.2	31.1	10.8	NO	6.1	NO					1		1	YES	80.4%	YES
	% 25.0	12.5		25.0	31.3	6.3	100.0											100.0		100.0			
E5	# 1	2		40	28		71	5.4	50.1	16.2	2.6	NO	NO				6	6		12	52.2%	YES	YES
	% 1.4	2.8		56.3	39.4		100.0										50.0	50.0		100.0			
E6	# 2	3		18	17	1	41	5.4	50.6	18.5	NO	6.7	NO	1		5	3			9	YES	86.8%	YES
	% 4.9	7.3		43.9	41.5	2.4	100.0							11.1		55.6	33.3			100.0			
E7 and E8	# 4						4	28.3	5.8	21.7	28.3	5.8	21.7	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 84.8 percent

Level of Goal Attainment for 2005: 86.8 percent

Level of Goal Attainment for 2006: 82.0 percent

## Lander University (page 1 of 2)

Agency Director: Daniel W. Ball, President

EEO Officer: R. Daniel Adams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	12			11		23	5.9	36.7	9.3	5.9	NO	9.3	1			2			3	0.0%	YES	0.0%
	%	52.2			47.8		100.0							33.3			66.7			100.0			
C2 and C3	#	27	1		12		40	2.4	35.2	6.6	NO	5.2	6.6	4			1			5	YES	85.2%	0.0%
	%	67.5	2.5		30.0		100.0							80.0			20.0			100.0			
C4	#	10			13	1	26	5.7	43.4	8.2	5.7	NO	4.4	3			5			8	0.0%	YES	46.9%
	%	38.5			50.0	3.8	7.7	100.0						37.5			62.5			100.0			
C5	#	18	3	1	16	1	39	5.6	51.6	11.0	NO	10.6	8.4	5			8	2		15	YES	79.5%	23.3%
	%	46.2	7.7	2.6	41.0	2.6	100.0							33.3			53.3	13.3		100.0			
C6, C7 and C9	#	19	2		25		46	6.5	45.2	14.2	2.2	NO	14.2	4			7			11	66.9%	YES	0.0%
	%	41.3	4.3		54.3		100.0							36.4			63.6			100.0			
E2	#	7	2		28	3	40	5.1	47.7	12.3	0.1	NO	4.8	2			7	1		10	98.0%	YES	61.0%
	%	17.5	5.0		70.0	7.5	100.0							20.0			70.0	10.0		100.0			
E3 and E4	#	17			6	1	24	12.0	23.2	7.1	12.0	NO	2.9	7			1			8	0.0%	YES	58.7%
	%	70.8			25.0	4.2	100.0							87.5			12.5			100.0			
E5 and E6	#	4			39	2	45	2.3	51.2	22.7	2.3	NO	18.3	1			6	1		8	0.0%	YES	19.6%
	%	8.9			86.7	4.4	100.0							12.5			75.0	12.5		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.

## Lander University (page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 21	1	1	1			24	12.6	1.9	1.4	8.4	NO	1.4	1						1	33.1%	YES	0.0%
	% 87.5	4.2	4.2	4.2			100.0							100.0						100.0			
E8	# 15	4		1	10	1	31	25.7	10.6	9.9	12.8	7.4	NO	6	1		1	1		9	50.2%	30.4%	YES
	% 48.4	12.9		3.2	32.3	3.2	100.0							66.7	11.1		11.1	11.1		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 2004: 74.3 percent  
 Level of Goal Attainment for 2005: 64.3 percent  
 Level of Goal Attainment for 2006: 57.0 percent



## Law Enforcement Division, State

Agency Director: Chief Robert Stewart

EEO Officer: Lynn Hutto

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 20	4	1	4	3		32	8.4	16.2	3.5	NO	3.7	NO	1	1	1	2			5	YES	77.2%	YES
	% 62.5	12.5	3.1	12.5	9.4		100.0							20.0	20.0	20.0	40.0			100.0			
E2A	# 80	9	2	20	9	1	121	12.4	17.9	4.5	5.0	1.4	NO	5			1	1		7	60.0%	92.3%	YES
	% 66.1	7.4	1.7	16.5	7.4	0.8	100.0							71.4			14.3	14.3		100.0			
E2B	# 18	4		23	5	1	51	9.5	28.9	6.0	1.7	NO	NO	8			10	3		21	82.6%	YES	YES
	% 35.3	7.8		45.1	9.8	2.0	100.0							38.1			47.6	14.3		100.0			
E3	# 16	2	1	36	22	2	79	9.2	37.3	14.2	6.7	NO	NO	5	2		7	5	1	20	27.5%	YES	YES
	% 20.3	2.5	1.3	45.6	27.8	2.5	100.0							25.0	10.0		35.0	25.0	5.0	100.0			
E4A	# 75	14	1	7	5		102	15.2	9.0	4.6	1.5	2.1	NO								90.3%	76.3%	YES
	% 73.5	13.7	1.0	6.9	4.9		100.0																
E4B	# 69	19	2	15	7		112	14.9	7.9	4.2	NO	NO	NO	15	4		4			23	YES	YES	YES
	% 61.6	17.0	1.8	13.4	6.3		100.0							65.2	17.4		17.4			100.0			
E5	# 2			26	3		31	2.7	63.2	16.1	2.7	NO	6.4	1			4			5	0.0%	YES	60.1%
	% 6.5			83.9	9.7		100.0							20.0			80.0			100.0			
E6	#			19	8		27	5.3	46.9	20.7	5.3	NO	NO								0.0%	YES	YES
	%			70.4	29.6		100.0																
E7 & E8 Combined	# 2		1		1		4	26.0	3.1	7.5	26.0	3.1	NO			1				1	0.0%	0.0%	YES
	% 50.0		25.0		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 2004: 80.5 percent

Level of Goal Attainment for 2005: 84.1 percent

Level of Goal Attainment for 2006: 82.7 percent

## South Carolina State Library

Agency Director: Patti Butcher

EEO Officer: Marietta Boykin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 4		1	18	4		27	2.6	9.5	53.0	2.6	NO	38.2	1			5			6	0.0%	YES	28.0%
	% 14.8		3.7	66.7	14.8		100.0							16.7			83.3			100.0			
E3 and E5	# 1	1		7	4		13	5.7	46.4	13.4	NO	NO	NO					1	1		YES	YES	YES
	% 7.7	7.7		53.8	30.8		100.0											100.0	100.0				
E6	# 5				1		6	10.7	39.9	21.1	10.7	39.9	4.4								0.0%	0.0%	79.0%
	% 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 2004: 82.4 percent

Level of Goal Attainment for 2005: 85.7 percent

Level of Goal Attainment for 2006: 82.7 percent

## Lieutenant Governor's Office

Agency Director: Andre Bauer

EEO Officer: Bonnie Heddy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 10			22	8		40	4.4	30.0	6.7	4.4	NO	NO	1			1	2		4	0.0%	YES	YES
	% 25.0			55.0	20.0		100.0							25.0			25.0	50.0		100.0			
E3	# 1						1	2.3	29.3	7.2	NO	29.3 *	7.2 *								YES	0.0% *	0.0% *
	% 100.0						100.0																
E5 and E6	# 2			1			3	1.6	43.2	8.6	1.6 *	43.2	NO	1			1		2	50.0	0.0% *	0.0%	YES
	% 66.7			33.3			100.0							50.0			50.0		100.0				
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: NA  
 Level of Goal Attainment for 2005: 70.6 percent  
 Level of Goal Attainment for 2006: 66.7 percent

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

Agency Director: Dr. Raymond S. Greenberg, President

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E101	# 6			3			9	2.6	26.7	0.5	2.6	NO	0.5								0.0%	YES	0.0%
	% 66.7			33.3			100.0																
E102	# 8			20	2		30	1.9	23.0	2.1	1.9	NO	NO	2			2			4	0.0%	YES	YES
	% 26.7			66.7	6.7		100.0							50.0			50.0			100.0			
E204	# 28	2		34	4	1	69	3.0	33.0	5.6	0.1	NO	NO	12			5	1	1	19	96.6%	YES	YES
	% 40.6	2.9		49.3	5.8	1.4	100.0							63.2			26.3	5.3	5.3	100.0			
E206	# 17	4	2	82	19	3	127	4.3	30.9	7.5	1.2	NO	NO	7		1	21	5	1	35	73.2%	YES	YES
	% 13.4	3.1	1.6	64.6	15.0	2.4	100.0							20.0		2.9	60.0	14.3	2.9	100.0			
E208	# 6			57	7	1	71	0.5	69.3	8.4	0.5	NO	NO	2			21			23	0.0%	YES	YES
	% 8.5			80.3	9.9	1.4	100.0							8.7			91.3			100.0			
E209	# 17	1		22			40	2.8	50.2	7.7	0.3	NO	7.7				2			2	89.3%	YES	0.0%
	% 42.5	2.5		55.0			100.0										100.0			100.0			
E215	# 15	2		38	14		69	5.6	42.1	20.0	2.7	NO	NO	6	2		18	5	2	33	51.8%	YES	YES
	% 21.7	2.9		55.1	20.3		100.0							18.2	6.1		54.5	15.2	6.1	100.0			
E224	# 19	1	2	81	29	10	142	2.9	51.8	10.0	2.2	NO	NO	5			10	5	3	23	24.3%	YES	YES
	% 13.4	0.7	1.4	57.0	20.4	7.0	100.0							21.7			43.5	21.7	13.0	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.

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 79	3	2	191	14	7	296	2.4	47.6	6.0	1.4	NO	1.3	18		1	44	5	3	71	42.2%	YES	78.8%
	% 26.7	1.0	0.7	64.5	4.7	2.4	100.0							25.4		1.4	62.0	7.0	4.2	100.0			
E227	# 96	3	9	1196	105	75	1484	0.1	69.2	9.0	NO	NO	1.9	33	2	2	445	37	18	537	YES	YES	78.6%
	% 6.5	0.2	0.6	80.6	7.1	5.1	100.0							6.1	0.4	0.4	82.9	6.9	3.4	100.0			
E330	# 11			6	3	2	22	5.7	24.3	4.1	5.7	NO	NO	3						3	0.0%	YES	YES
	% 50.0			27.3	13.6	9.1	100.0							100.0						100.0			
E331	# 8	3		24	20	4	59	3.0	57.6	13.1	NO	16.9	NO	3	1		10	10		24	YES	70.6%	YES
	% 13.6	5.1		40.7	33.9	6.8	100.0							12.5	4.2		41.7	41.7		100.0			
E333	# 62	337	8	118	347	21	893	3.8	30.8	46.9	NO	17.6	8.0	40	25	5	95	121	9	295	YES	42.9%	82.9%
	% 6.9	37.7	0.9	13.2	38.9	2.4	100.0							13.6	8.5	1.7	32.2	41.0	3.1	100.0			
E334	# 53	16	3	101	20	4	197	1.4	59.9	9.7	NO	8.6	NO	17	7		41	8	4	77	YES	85.6%	YES
	% 26.9	8.1	1.5	51.3	10.2	2.0	100.0							22.1	9.1		53.2	10.4	5.2	100.0			
E447	# 16	27	2	4	5	1	55	15.1	8.8	3.2	NO	1.5	NO	6				2	1	9	YES	82.6%	YES
	% 29.1	49.1	3.6	7.3	9.1	1.8	100.0							66.7				22.2	11.1	100.0			
E550	# 5	1	1	40	57	4	108	5.3	24.9	37.7	4.4	NO	NO	2	1		2	12	4	21	17.5%	YES	YES
	% 4.6	0.9	0.9	37.0	52.8	3.7	100.0							9.5	4.8		9.5	57.1	19.0	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.

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
E551	# 17	3	2	30	36	2	90	2.6	48.6	22.6	NO	15.3	NO	14	1		8	4	1	28	YES	68.6%	YES
	% 18.9	3.3	2.2	33.3	40.0	2.2	100.0							50.0	3.6		28.6	14.3	3.6	100.0			
E552	# 18	14		37	23	1	93	7.8	42.8	15.8	NO	3.0	NO	10	4	1	22	9	1	47	YES	93.0%	YES
	% 19.4	15.1		39.8	24.7	1.1	100.0							21.3	8.5	2.1	46.8	19.1	2.1	100.0			
E660	# 25	38	4	226	425	14	732	2.7	40.1	30.2	NO	9.2	NO	9	8	3	118	138	7	283	YES	77.0%	YES
	% 3.4	5.2	0.5	30.9	58.1	1.9	100.0							3.2	2.8	1.1	41.7	48.8	2.5	100.0			
E772	# 23	14		1	1		39	15.4	5.9	3.0	NO	3.3	0.4	5	2		1	1		9	YES	43.5%	85.5%
	% 59.0	35.9		2.6	2.6		100.0							55.6	22.2		11.1	11.1		100.0			
E880	# 5	19	1	2	61		88	6.5	20.0	51.5	NO	17.7	NO					1		1	YES	11.4%	YES
	% 5.7	21.6	1.1	2.3	69.3		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 2004: 85.2 percent

Level of Goal Attainment for 2005: 85.4 percent

Level of Goal Attainment for 2006: 84.7 percent

## Medical University of South Carolina (page 1 of 4)

Agency Director: Dr. Raymond Greenberg, President

EEO Officer: Wallace Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 2						2	2.6	17.8	1.9	2.6	17.8	1.9								0.0%	0.0%	0.0%
	% 100.0						100.0																
C2	# 30			4			34	2.4	28.9	3.2	2.4	17.1	3.2	1						1	0.0%	40.7%	0.0%
	% 88.2			11.8			100.0							100.0						100.0			
C3	# 222	2	19	48	1	5	297	0.1	27.3	2.4	NO	11.1	2.1	5			2			7	YES	59.2%	14.0%
	% 74.7	0.7	6.4	16.2	0.3	1.7	100.0							71.4			28.6			100.0			
C4	# 133	3	19	90	2	7	254	2.1	28.2	2.4	0.9	NO	1.6	4		2	2			8	56.2%	YES	32.8%
	% 52.4	1.2	7.5	35.4	0.8	2.8	100.0							50.0		25.0	25.0			100.0			
C5	# 181	15	59	179	12	25	471	2.1	29.8	2.6	NO	NO	0.1	23	2	15	33	4	4	81	YES	YES	98.0%
	% 38.4	3.2	12.5	38.0	2.5	5.3	100.0							28.4	2.5	18.5	40.7	4.9	4.9	100.0			
C6	# 63	1	10	90	3	8	175	2.3	41.0	4.3	1.7	NO	2.6	8		1	13	2	2	26	24.8%	YES	39.9%
	% 36.0	0.6	5.7	51.4	1.7	4.6	100.0							30.8		3.8	50.0	7.7	7.7	100.0			
C8	# 14	2	6	15	1	5	43	2.2	35.9	3.7	NO	1.0	1.4	3			4		1	8	YES	97.2%	62.9%
	% 32.6	4.7	14.0	34.9	2.3	11.6	100.0							37.5			50.0		12.5	100.0			
E1A	# 18			14	2		34	3.4	38.4	4.3	3.4	NO	NO								0.0%	YES	YES
	% 52.9			41.2	5.9		100.0																

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

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

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

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

## Medical University of South Carolina (page 2 of 4)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 62	9	2	247	37	8	365	2.9	49.8	9.2	0.4	NO	NO	5	2		33	4	4	48	85.0%	YES	YES
	% 17.0	2.5	0.5	67.7	10.1	2.2	100.0							10.4	4.2		68.8	8.3	8.3	100.0			
E2B	#			5			5	0.9	69.2	8.7	0.9	NO	8.7				1			1	0.0%*	YES	0.0%*
	%			100.0			100.0										100.0			100.0			
E2C	# 12	3		68	27		110	4.6	36.5	18.1	1.9	NO	NO	3	1		19	5		28	59.3%	YES	YES
	% 10.9	2.7		61.8	24.5		100.0							10.7	3.6		67.9	17.9		100.0			
E2D	# 24	2	1	25	10	1	63	8.6	34.1	15.4	5.4	NO	NO	2			3	3	1	9	36.9%	YES	YES
	% 38.1	3.2	1.6	39.7	15.9	1.6	100.0							22.2			33.3	33.3	11.1	100.0			
E2F	# 7	1		2		1	11	6.1	10.9	0.3	NO	NO	0.3	1	1				1	3	YES	YES	0.0%*
	% 63.6	9.1		18.2		9.1	100.0							33.3	33.3				33.3	100.0			
E2G	# 12	3		38	3	1	57	1.6	67.3	7.9	NO	0.6	2.6	1	1		6	1		9	YES	99.1%*	66.6%
	% 21.1	5.3		66.7	5.3	1.8	100.0							11.1	11.1		66.7	11.1		100.0			
E3A	# 15	2	1	7	5	1	31	4.6	36.2	11.0	NO	13.6	NO	4				3	1	8	YES	62.4%	YES
	% 48.4	6.5	3.2	22.6	16.1	3.2	100.0							50.0				37.5	12.5	100.0			
E3B	# 8	3		1	1		13	8.3	27.7	11.6	NO	20.0	3.9								YES	27.8%	66.3%*
	% 61.5	23.1		7.7	7.7		100.0																

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

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

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

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



## Medical University of South Carolina (page 3 of 4)

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3C	# 4	5	2	13	3		27	4.9	65.1	7.3	NO	17.0	NO			1	8			9	YES	74.0%	YES
	% 14.8	18.5	7.4	48.1	11.1		100.0									11.1	88.9			100.0			
E3D	#	1		16	5	2	24	1.4	81.0	11.8	NO	14.3	NO								YES	82.3%	YES
	%	4.2		66.7	20.8	8.3	100.0																
E3E	#	7	2		13	6	28	4.9	53.4	20.9	NO	7.0	NO				4	1		5	YES	86.9%	YES
	%	25.0	7.1		46.4	21.4	100.0										80.0	20.0		100.0			
E3F	#	10	1	7	26	3	49	2.8	41.2	5.4	0.8*	NO	NO	1		4	3			8	72.9%*	YES	YES
	%	20.4	2.0	14.3	53.1	6.1	100.0							12.5		50.0	37.5			100.0			
E4A	#	34	10	2	7	2	55	17.3	10.6	5.4	NO	NO	1.8*	8	3	1	2			14	YES	YES	67.3%*
	%	61.8	18.2	3.6	12.7	3.6	100.0							57.1	21.4	7.1	14.3			100.0			
E5A	#	3	3	1	35	13	56	1.8	74.3	12.2	NO	11.8	NO			1	7	2	1	11	YES	84.1%	YES
	%	5.4	5.4	1.8	62.5	23.2	100.0									9.1	63.6	18.2	9.1	100.0			
E6A	#	23	8		235	106	377	0.7	77.8	15.9	NO	15.5	NO	7			54	25		86	YES	80.1%	YES
	%	6.1	2.1		62.3	28.1	100.0							8.1			62.8	29.1		100.0			
E6B	#	3	4		5	7	20	9.6	45.0	27.6	NO	20.0	NO		1		2	2	1	6	YES	55.6%	YES
	%	15.0	20.0		25.0	35.0	100.0								16.7		33.3	33.3	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.

## Medical University of South Carolina (page 4 of 4)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
E7A	# 79	46	3	2	3		133	29.1	3.1	4.5	NO	1.6	2.2	12	8		1			21	YES	48.5%	50.1%
	% 59.4	34.6	2.3	1.5	2.3		100.0							57.1	38.1		4.8			100.0			
E8A	# 14	29		2	54		99	28.7	12.2	17.2	NO	10.2	NO	6	6		2	9		23	YES	16.6%	YES
	% 14.1	29.3		2.0	54.5		100.0							26.1	26.1		8.7	39.1		100.0			
E8B	# 5	10		1	17		33	56.2	13.7	13.9				1	2	1		2		6			
	% 15.2	30.3		3.0	51.5		100.0				25.9	10.7	NO	16.7	33.3	16.7		33.3		100.0	53.9%	22.1%	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 2004: 80.6 percent

Level of Goal Attainment for 2005: 75.8 percent

Level of Goal Attainment for 2006: 81.1 percent

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

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 28	1	8	11	2	1	51	6.1	39.2	11.0	4.1	17.6	7.1	2			1			3	32.1%	55.0%	35.7%	
	% 54.9	2.0	15.7	21.6	3.9	2.0	100.0							66.7			33.3			100.0				
E1B	# 62	11		50	20	1	144	5.8	35.1	3.9	NO	0.4	NO	5	3		11	2		21			*	
	% 43.1	7.6		34.7	13.9	0.7	100.0							23.8	14.3		52.4	9.5		100.0	YES	98.9%	YES	
E2A	# 61	21	15	167	107	21	392	1.7	53.0	9.8	NO	10.4	NO	7	2	2	13	16	1	41				
	% 15.6	5.4	3.8	42.6	27.3	5.4	100.0							17.1	4.9	4.9	31.7	39.0	2.4	100.0	YES	80.4%	YES	
E2B	# 214	172	4	572	560	20	1542	11.0	37.8	25.0	NO	0.7	NO	26	19	1	105	118	6	275				
	% 13.9	11.2	0.3	37.1	36.3	1.3	100.0							9.5	6.9	0.4	38.2	42.9	2.2	100.1	YES	98.1%	YES	
E2C	# 73	25	4	255	89	4	450	7.1	34.8	12.1	1.5	NO	NO	9	5	1	43	16		74				
	% 16.2	5.6	0.9	56.7	19.8	0.9	100.0							12.2	6.8	1.4	58.1	21.6		100.1	78.2%	YES	YES	
E3A	# 4	7	1	42	47	1	102	5.1	45.2	34.9	NO	4.0	NO	1	2		10	11	1	25				
	% 3.9	6.9	1.0	41.2	46.1	1.0	100.0							4.0	8.0		40.0	44.0	4.0	100.0	YES	91.1%	YES	
E3B	# 37	4	1	45	17		104	7.3	27.8	10.1	3.5	NO	NO	7			5	2		14				
	% 35.6	3.8	1.0	43.3	16.3		100.0							50.0			35.7	14.3		100.0	52.7%	YES	YES	
E4A	# 21	40	4	3	18		86	29.1	8.6	9.5	NO	5.1	NO	1	13			7		21				
	% 24.4	46.5	4.7	3.5	20.9		100.0							4.8	61.9			33.3		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.

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
E5A	# 30	117	6	42	452	4	651	9.0	19.8	57.0	NO	13.3	NO	16	26	2	3	121	4	172	YES	32.6%	YES
	% 4.6	18.0	0.9	6.5	69.4	0.6	100.0							9.3	15.1	1.2	1.7	70.3	2.3	100.0			
E5B	# 17	52	4	157	247	6	483	7.6	50.0	21.3	NO	17.5	NO	6	12	2	33	52	2	107	YES	65.0%	YES
	% 3.5	10.8	0.8	32.5	51.1	1.2	100.0							5.6	11.2	1.9	30.8	48.6	1.9	100.0			
E6A	# 1	6		186	178	2	373	0.4	72.1	14.2	NO	22.2	NO				34	26	2	62	YES	69.2%	YES
	% 0.3	1.6		49.9	47.7	0.5	100.0										54.8	41.9	3.2	100.0			
E6B	# 1	1		56	60	1	119	1.1	66.2	15.6	0.3	19.1	NO		1		14	8	1	24	76.4%	71.1%	YES
	% 0.8	0.8		47.1	50.4	0.8	100.0								4.2		58.3	33.3	4.2	100.0			
E7A & B	# 65	30	3	1	1		100	19.0	3.4	1.6	NO	2.4	0.6	8	1	1	1			11	YES	29.4%	62.5%
	% 65.0	30.0	3.0	1.0	1.0		100.0							72.7	9.1	9.1	9.1			100.0			
E8 A, B & C	# 25	100	3	18	137	2	285	24.2	12.5	18.3	NO	6.2	NO	3	7	1	1	9		21	YES	50.4%	YES
	% 8.8	35.1	1.1	6.3	48.1	0.7	100.1							14.3	33.3	4.8	4.8	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 2004: 89.5 percent

Level of Goal Attainment for 2005: 83.6 percent

Level of Goal Attainment for 2006: 83.8 percent

## Department of Motor Vehicles

Agency Director: Marcia S. Adams

EEO Officer: Tracy Huston

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		5			11	3.8	34.6	7.2	NO	NO	7.2 *				2			2	YES	YES	0.0% *
	% 45.5	9.1		45.5			100.0										100.0			100.0			
E2	# 47	11		101	65	1	225	6.6	38.1	16.2	1.7	NO	NO	14	5		24	16	1	60	74.1%	YES	YES
	% 20.9	4.9		44.9	28.9	0.4	100.0							23.3	8.3		40.0	26.7	1.7	100.0			
E3	# 9	4		10	6		29	8.0	29.1	11.4	NO	NO	NO	1			1			2	YES	YES	YES
	% 31.0	13.8		34.5	20.7		100.0							50.0			50.0			100.0			
E5	# 40	42		1	83			5.1	45.1	22.8	5.1	NO	NO		1	13	6			20			
	% 48.2	50.6		1.2	100.0										5.0	65.0	30.0			100.0	0.0%	YES	YES
E6	# 31	27	1	438	387	14	898	5.2	44.9	22.1	2.2	NO	NO	8	10		83	59	8	168			
	% 3.5	3.0	0.1	48.8	43.1	1.6	100.0							4.8	6.0		49.4	35.1	4.8	100.0	57.8%	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 2004: 89.6 percent

Level of Goal Attainment for 2005: 89.1 percent

Level of Goal Attainment for 2006: 88.0 percent

## Museum, State

Agency Director: William P. Calloway

EEO Officer: Charles J. Lee, II

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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			3			6	2.9	28.4	3.9	2.9*	NO	3.9*								0.0%*	YES	0.0%*
	% 50.0			50.0			100.0										1	1		4			
E2 and E3	# 9			8	3		20	7.3	28.3	4.5	7.3	NO	NO	50.0			25.0	25.0		100.0	0.0%	YES	YES
	% 45.0			40.0	15.0		100.0																
E4	#			1	3		4	23.3	14.2	8.8	23.3*	NO	NO								0.0%*	YES	YES
	%			25.0	75.0		100.0																
E7 and E8	# 2	3			2		7	21.7	4.0	12.8	NO	4.0*	NO								YES	0.0%*	YES
	% 28.6	42.9			28.6		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 2004: 100.0 percent

Level of Goal Attainment for 2005: 86.2 percent

Level of Goal Attainment for 2006: 87.5 percent

## Natural Resources, Department of

Agency Director: John E. Frampton

EEO Officer: Terri McGee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 32	2		1			35	4.6	24.9	4.2	NO	22.0	4.2	6			2			8	YES	11.5%	0.0%
	% 91.4	5.7		2.9			100.0							75.0			25.0			100.0			
E2A	# 29	5		59	20		113	3.5	45.0	9.6	NO	NO	NO	8	2		14	3		27	YES	YES	YES
	% 25.7	4.4		52.2	17.7		100.0							29.6	7.4		51.9	11.1		100.0			
E2B	# 125	6	3	38	2		174	3.7	24.7	1.5	0.3	2.9	0.4	16			8			24	93.2%*	88.4%	76.6%*
	% 71.8	3.4	1.7	21.8	1.1		100.0							66.7			33.3			100.0			
E3	# 80	6	2	15	3	1	107	4.8	16.7	4.6	NO	2.7	1.8	11			3	1		15	YES	83.9%	61.0%
	% 74.8	5.6	1.9	14.0	2.8	0.9	100.0							73.3			20.0	6.7		100.0			
E4A	# 129	15		10	1		155	4.7	7.0	3.5	NO	0.5	2.9	18	1		2			21	YES	92.2%	18.4%*
	% 83.2	9.7		6.5	0.6		100.0							85.7	4.8		9.5			100.0			
E4B	# 38	6		3	1		48	9.7	4.9	0.7	NO	NO	NO	2						2	YES	YES	YES
	% 79.2	12.5		6.3	2.1		100.0							100.0						100.0			
E6	# 4	1		29	10		44	5.6	47.8	17.0	3.3	NO	NO	2			5	1		8	40.6%	YES	YES
	% 9.1	2.3		65.9	22.7		100.0							25.0			62.5	12.5		100.0			
E7	# 12	6					18	27.4	6.3	6.6	NO	6.3	6.6	1	1					2	YES	0.0%	0.0%
	% 66.7	33.3					100.0							50.0	50.0					100.0			
E8	# 2	2		1	2		7	20.8	11.2	30.3	NO	NO	1.7*		1		1			2	YES	YES	94.3%*
	% 28.6	28.6		14.3	28.6		100								50.0		50.0			100			

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

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

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

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

Level of Goal Attainment for 2004: 76.7 percent

Level of Goal Attainment for 2005: 80.5 percent

Level of Goal Attainment for 2006: 83.7 percent

## Parks, Recreation and Tourism

Agency Director: Chad Prosser

EEO Officer: Patsy E. Sowell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			6	1		10	6.3	25.7	7.2	6.3*	NO	NO								0.0%*	YES	YES
	% 30.0	0.0	0.0	60.0	10.0	0.0	100.0																
E2	# 40	2	1	31	7	1	82	6.7	32.6	8.5	4.3	NO	NO	7			3	1		11	36.4%	YES	YES
	% 48.8	2.4	1.2	37.8	8.5	1.2	100.0							63.6			27.3	9.1		100.0			
E2A,B,C and D	# 98	9		17			124	10.7	14.9	5.9	3.4	1.2	5.9	41	2		13			56	67.8%	92.0%	0.0%
	% 79.0	7.3	0.0	13.7	0.0	0.0	100.0							73.2	3.6		23.2			100.0			
E3 and E4	#	2		2	1	2	7	1.6	32.4	6.0	NO	3.8*	NO				1	1		2	YES	88.2%*	YES
	% 0.0	28.6	0.0	28.6	14.3	28.6	100.0										50.0	50.0		100.0			
E5 and E5A	# 18	3		50	20	1	92	12.8	39.6	13.3	9.5	NO	NO	6	1		11	2		20	25.5%	YES	YES
	% 19.6	3.3	0.0	54.3	21.7	1.1	100.0							30.0	5.0		55.0	10.0		100.0			
E6	# 2			18	3		23	2.0	53.7	19.3	2.0*	NO	6.3				2			2	0.0%*	YES	67.6%
	% 8.7	0.0	0.0	78.3	13.0	0.0	100.0										100.0			100.0			
E7	# 43	5		2	1		51	13.7	9.2	6.2	3.9	5.3	4.2	9	1		2			12	71.6%	42.6%	31.6%
	% 84.3	9.8	0.0	3.9	2.0	0.0	100.0							75.0	8.3		16.7			100.0			
E8	# 33	19		13	6		71	18.6	11.2	10.5	NO	NO	2.0	8	2		3			13	YES	YES	80.5%
	% 46.5	26.8	0.0	18.3	8.5	0.0	100.0							61.5	15.4		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 2004: 76.5 percent

Level of Goal Attainment for 2005: 70.9 percent

Level of Goal Attainment for 2006: 77.4 percent



## Patriots Point

Agency Director: David Burnette

EEO Officer: Judith McClinton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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			3	1		15	3.7	43.3	10.1	3.7*	23.3	3.4*								0.0%*	46.2%*	66.0%*
	% 73.3			20.0	6.7		100.0																
E3, E5 and E6	# 3			5	1		9	1.5	55.0	19.1	1.5*	NO	8.0*								0.0%*	YES*	58.2%*
	% 33.3			55.6	11.1		100.0																
E4	# 2			1	1		4	3.4	39.5	4.2	NO	14.5*	NO		1					1	YES	63.3%*	YES
	% 50.0			25.0	25.0		100.0								100.0					100.0			
E7	# 21	7					28	15.0	6.8	4.0	NO	6.8	4.0	5	2					7	YES	0.0%	0.0%
	% 75.0	25.0					100.0							71.4	28.6					100.0			
E8	# 1	4			2		7	23.4	12.6	17.8	NO	12.6*	NO								YES	0.0%*	YES
	% 14.3	57.1			28.6		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 2004: 85.0 percent

Level of Goal Attainment for 2005: 63.3 percent

Level of Goal Attainment for 2006: 69.5 percent

## Ports Authority, South Carolina State

Agency Director: Bernard S. Groseclose

EEO Officer: Steve Connor

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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			9	3.5	25.6	4.2	3.5*	14.5	4.2*				1			1	0.0%	43.4%	0.0%*
	% 88.9			11.1			100.0										100.0			100.0			
E2	# 42	6		24	2		74	5.6	28.8	6.4	NO	NO	3.7	2	1	1	3	1		8	YES	YES	42.2%
	% 56.8	8.1		32.4	2.7		100.0							25.0	12.5	12.5	37.5	12.5		100.0			
E3	# 12	4		10	1	1	28	9.1	24.5	13.8	NO	NO	10.2	3			3	1		7	YES	YES	25.9%
	% 42.9	14.3		35.7	3.6	3.6	100.0							42.9			42.9	14.3		100.0			
E4	# 18	19		11	18	1	67	21.5	16.4	16.1	NO	NO	NO	14	7		12	18	1	52	YES	YES	YES
	% 26.9	28.4		16.4	26.9	1.5	100.0							26.9	13.5		23.1	34.6	1.9	100.0			
E5	# 32	10		6	1		49	16.7	11.5	7.1	NO	NO	5.1	3			1			4	YES	YES	28.7%
	% 65.3	20.4		12.2	2.0		100.0							75.0			25.0			100.0			
E6	# 5	3		25	14		47	10.8	33.1	20.5	4.4	NO	NO				5	6		11	59.1%	YES	YES
	% 10.6	6.4		53.2	29.8		100.0										45.5	54.5		100.0			
E7A	# 64	13	4				81	18.3	0.5	2.0	2.3	0.5*	2.0	2	2					4	87.7%	0.0%*	0.0%*
	% 79.0	16.0	4.9				100.0							50.0	50.0					100.0			
E7B	# 120	77	6	9	3		215	51.2	2.2	4.4	15.4	NO	3.0	13	2	1				16	69.9%	YES	31.7%
	% 55.8	35.8	2.8	4.2	1.4		100.0							81.3	12.5	6.3				100.0			
E7C	# 22	6		1	1		30	21.6	8.3	6.3	1.6*	5.0	3.0*				1			1	92.6%*	40.2%	52.9%*
	% 73.3	20.0		3.3	3.3		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 2004: 76.7 percent

Level of Goal Attainment for 2005: 79.6 percent

Level of Goal Attainment for 2006: 73.9 percent

## Probation, Parole & Pardon Services, Department of

Agency Director: Samuel Glover  
EEO Officer: Patrice Boyd-Johnson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	2	1	4	3	1	19	4.8	26.4	5.4	NO	5.3	NO								YES	79.7%	YES	
	% 42.1	10.5	5.3	21.1	15.8	5.3	100.0																	
E2 and E2A	# 205	91	5	171	117	1	590	24.5	15.8	22.5	9.1	NO	2.7	35	24	2	15	32		108	63.0%	YES	88.1%	
	% 34.7	15.4	0.8	29.0	19.8	0.2	100.0							32.4	22.2	1.9	13.9	29.6		100.0				
E3	# 6	3		13	4	2	28	3.9	33.4	18.4	NO	NO	4.1	2	1		1			4	YES	YES	77.6%	
	% 21.4	10.7		46.4	14.3	7.1	100.0							50.0	25.0		25.0			100.0				
E5	# 2			72	36	2	112	11.4	38.0	23.6	11.4	NO	NO	2	1		11	8		22				
	% 1.8			64.3	32.1	1.8	100.0							9.1	4.5		50.0	36.4		100.0	0.0%	YES	YES	
E6 and E8	# 2	1		1			4	16.2	24.8	10.1	NO	NO	10.1								YES	YES	0.0%	
	% 50.0	25.0		25.0			100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2004: 90.4 percent

Level of Goal Attainment for 2005: 89.1 percent

Level of Goal Attainment for 2006: 86.3 percent

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

Agency Director: James K. Schweitzer

EEO Officer: W. Alex Belk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		1	1		10	3.2	26.2	2.5	NO	16.2	NO								YES	38.2%	YES
	% 70.0	10.0		10.0	10.0		100.0																
E2A	# 52	9	3	40	11	1	116	6.6	35.5	11.3	NO	1.0	1.8	4	1	2	1	1		9	YES	97.1%	83.9%
	% 44.8	7.8	2.6	34.5	9.5	0.9	100.0							44.4	11.1	22.2	11.1	11.1		100.0			
E2B	# 240	53	5	10	3		311	17.5	11.0	3.7	0.5	7.8	2.7	29	8	1	2			40	97.4%	29.2%	26.1%
	% 77.2	17.0	1.6	3.2	1.0		100.0							72.5	20.0	2.5	5.0			100.0			
E2C	# 11	5		38	10	1	65	6.6	40.5	13.4	NO	NO	NO	1			3	2	2	8	YES	YES	YES
	% 16.9	7.7		58.5	15.4	1.5	100.0							12.5			37.5	25.0	25.0	100.0			
E3	# 34	11	1	64	27	3	140	8.2	26.4	7.8	0.3	NO	NO	8	5		17	11		41	95.8%	YES	YES
	% 24.3	7.9	0.7	45.7	19.3	2.1	100.0							19.5	12.2		41.5	26.8		100.0			
E4	# 622	85	14	20	11		752	17.4	8.4	3.3	6.1	5.7	1.8	138	24	8	6	3		179	65.0%	31.7%	44.3%
	% 82.7	11.3	1.9	2.7	1.5		100.0							77.1	13.4	4.5	3.4	1.7		100.0			
E5	#			29	11		40	0.9	67.3	16.7	0.9	NO	NO				7	4		11	0.0%	YES	YES
	%			72.5	27.5		100.0										63.6	36.4		100.0			
E6	# 2	1		8	8		19	4.0	48.4	25.7	NO	6.3	NO	1			2	3	1	7	YES	87.0%	YES
	% 10.5	5.3		42.1	42.1		100.0							14.3			28.6	42.9	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.

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 14	6					20	17.2	6.3	1.8	NO	6.3	1.8	3						3	YES	0.0%	0.0%
	% 70.0	30.0					100.0							100.0						100.0			
E8	# 5	7		2	1		15	16.0	18.0	12.7	NO	4.7	6.0								YES	74.1%	52.5%
	% 33.3	46.7		13.3	6.7		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 2004: 79.9 percent  
 Level of Goal Attainment for 2005: 81.3 percent  
 Level of Goal Attainment for 2006: 79.4 percent

## Public Service Commission

Agency Director: Charles Terreni

EEO Officer: Carolyn Nelson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4				3		7	3.7	26.7	5.9	3.7 *	26.7	NO								0.0% *	0.0%	YES
	% 57.1				42.9		100.0																
E2	# 5			3	1		9	4.4	32.7	8.7	4.4 *	NO	NO	2			2			4	0.0% *	YES	YES
	% 55.6			33.3	11.1		100.0							50.0			50.0			100.0			
E3	# 1			1	1		3	6.2	38.3	9.2	6.2 *	5.0 *	NO								0.0% *	87.0% *	YES
	% 33.3			33.3	33.3		100.0																
E5	#	1		7	2		10	0.5	54.1	14.2	NO	NO	NO					1		1	YES	YES	YES
	%	10.0		70.0	20.0		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 73.9 percent

Level of Goal Attainment for 2005: 78.7 percent

Level of Goal Attainment for 2006: 87.4 percent

## Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Dorothy Marchant

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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			5			9	5.5	20.9	5.5	5.5	NO	5.5	0.0	0.0	0.0	0.0	0.0	0.0		0.0%	YES	0.0%
	% 44.4			55.6			100.0																
E2	# 12	2	1	13	3	1	32	5.8	32.8	9.7	NO	NO	0.3	0.0	0.0	0.0	100.0	0.0	0.0	100.0	YES	YES	96.6%
	% 37.5	6.3	3.1	40.6	9.4	3.1	100.0																
E3	# 8	1		6		1	16	0.0	14.1	5.6	NO	NO	5.6	0.0	0.0	0.0	100.0	0.0	0.0	100.0	0.0%	YES	0.0%
	% 50.0	6.3		37.5		6.3	100.0																
E5	#			5			5	0.2	69.0	16.1	0.2	NO	16.1	0.0	0.0	0.0	100.0	0.0	0.0	100.0	0.0%	YES	0.0%
	%			100.0			100.0																
E6	#			2			2	1.3	60.9	20.8	1.3	NO	20.8	0.0	0.0	0.0	100.0	0.0	0.0	100.0	0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: N/A  
 Level of Goal Attainment for 2005: No Goals  
 Level of Goal Attainment for 2006: 99.5 percent

## SC Department of Revenue

Agency Director: Ray N. Stevens

EEO Officer: Darold Ratliff

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	2		10	2		31	5.6	23.5	4.7	NO	NO	NO	2	1		4			7	YES	YES	YES
	% 54.8	6.5		32.3	6.5		100.0							28.6	14.3		57.1			100.0			
E2	# 124	19	1	120	39	2	305	4.4	38.2	11.8	NO	NO	NO	13	2	1	12	9		37	YES	YES	YES
	% 40.7	6.2	0.3	39.3	12.8	0.7	100.0							35.1	5.4	2.7	32.4	24.3		100.0			
E3	# 17	6	2	20	3		48	8.2	25.6	7.9	NO	NO	1.7 *	2	2		2	4		10	YES	YES	79.1% *
	% 35.4	12.5	4.2	41.7	6.3		100.0							20.0	20.0		20.0	40.0		100.0			
E5	# 10	6		48	38		102	4.4	47.6	15.8	NO	0.5 *	NO	2	2		11	10		25	YES	98.9% *	YES
	% 9.8	5.9		47.1	37.3		100.0							8.0	8.0		44.0	40.0		100.0			
E6	# 5	7		67	39	1	119	4.8	35.7	21.8	NO	NO	NO		3		12	8		23	YES	YES	YES
	% 4.2	5.9		56.3	32.8	0.8	100.0								13.0		52.2	34.8		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 2004: 97.2 percent

Level of Goal Attainment for 2005: 92.5 percent

Level of Goal Attainment for 2006: 98.5 percent



## Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter, President & CEO

EEO Officer: William Glen Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 17	1		4			22	3.7	16.5	3.7	NO	NO	3.7 *	6						6	YES	YES	0.0% *
	% 77.3	4.5		18.2			100.0							100.0						100.0			
E2	# 291	31	5	127	21	1	476	6.2	13.0	2.9	NO	NO	NO	35	5		10			50	YES	YES	YES
	% 61.1	6.5	1.1	26.7	4.4	0.2	100.0							70.0	10.0		20.0			100.0			
E3	# 96	14		29	8	3	150	7.9	16.1	5.0	NO	NO	NO	8	2		3	2	1	16	YES	YES	YES
	% 64.0	9.3		19.3	5.3	2.0	100.0							50.0	12.5		18.8	12.5	6.3	100.0			
E6	# 39	12	1	117	31	1	201	6.4	52.5	10.2	0.4 *	NO	NO	5	3		9	1		18	93.3% *	YES	YES
	% 19.4	6.0	0.5	58.2	15.4	0.5	100.0							27.8	16.7		50.0	5.6		100.0			
E7	# 625	184	4	31	13	2	859	13.1	4.1	3.7	NO	0.5	2.2	102	17		8	3		130	YES	88.0%	40.9%
	% 72.8	21.4	0.5	3.6	1.5	0.2	100.0							78.5	13.1		6.2	2.3		100.0			
E8	# 11	18		8	8		45	19.5	13.7	12.2	NO	NO	NO	3	2		3	2		10	YES	YES	YES
	% 24.4	40.0		17.8	17.8		100.0							30.0	20.0		30.0	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 2004: 100.0 percent

Level of Goal Attainment for 2005: 94.0 percent

Level of Goal Attainment for 2006: 95.4 percent

## Second Injury Fund

Agency Director: William E. Gunn

EEO Officer: Michael T. Harris

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1	1		4	6.0	26.2	6.2	6.0	1.2	NO	1				1		2	0.0%	95.4%	YES
	% 50.0			25.0	25.0		100.0							50.0				50.0		100.0			
E2	# 3	1		5			9	4.2	42.0	20.4	NO	NO	20.4	1			2		3	YES	YES	0.0%	
	% 33.3	11.1		55.6			100.0							33.3			66.7		100.0				
E5	#			3	2	1	6	2.3	56.0	18.2	2.3	6.0	NO					1	1	0.0%	89.3%	YES	
	%			50.0	33.3	16.7	100.0											100.0	100.0				
E6	#	1		1			2	1.0	48.8	16.6	NO	NO	16.6								YES	YES	0.0%
	%	50.0		50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 79.9 percent

Level of Goal Attainment for 2005: 82.8 percent

Level of Goal Attainment for 2006: 87.2 percent

## Secretary of State

Agency Director: Mark Hammond

EEO Officer: Cynthia Piper

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	1.7	16.4	0.5	1.7	NO	0.5				2			2	0.0%	YES	0.0%
	%			100.0			100.0										100.0			100.0			
E2	#	2		2	2		6	6.5	41.2	14.7	6.5	7.9	NO				1			1	0.0%	80.9%	YES
	%	33.3		33.3	33.3		100.0										100.0			100.0			
E5 and E6	#	1		5	9	2	17	5.8	50.4	15.7	5.8	21.0	NO				8	3		11	0.0%	58.4%	YES
	%	5.9		29.4	52.9	11.8	100.0										72.7	27.3		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 2004: 88.1 percent

Level of Goal Attainment for 2005: 88.4 percent

Level of Goal Attainment for 2006: 87.9 percent

## Social Services, Department of (page 1 of 2)

Agency Director: Kim S. Aydlette

EEO Officer: Robin Owens

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		2	1		4	5.9	39.0	10.9	NO	NO	NO								YES	YES	YES	
	%	25.0		50.0	25.0		100.0																	
E1B	#	16	4		9	13	1	43	6.4	42.5	13.0	NO	21.6	NO	1			1		1	3	YES	49.2%	YES
	%	37.2	9.3		20.9	30.2	2.3	100.0							33.3			33.3		33.3	100.0			
E2A	#	40	15	2	64	39		160	6.9	38.3	16.6	NO	NO	NO	2			2	2		6	YES	YES	YES
	%	25.0	9.4	1.3	40.0	24.4		100.0							33.3			33.3	33.3		100.0			
E2B	#	94	56	5	238	279	5	677	5.1	30.0	39.5	NO	NO	NO	14	13	2	36	66	2	133	YES	YES	YES
	%	13.9	8.3	0.7	35.2	41.2	0.7	100.0							10.5	9.8	1.5	27.1	49.6	1.5	100.0			
E2C	#	129	102	3	615	1012	16	1877	4.9	41.6	32.8	NO	8.8	NO	41	29	1	168	272	7	518	YES	78.8%	YES
	%	6.9	5.4	0.2	32.8	53.9	0.9	100.0							7.9	5.6	0.2	32.4	52.5	1.4	100.0			
E3	#	27	5	2	20	11	2	67	5.6	27.1	9.0	NO	NO	NO	3					1	4	YES	YES	YES
	%	40.3	7.5	3.0	29.9	16.4	3.0	100.0							75.0					25.0	100.0			
E5A	#		1		81	37		119	3.2	65.4	13.3	2.4	NO	NO		1		16	12		29	26.3%	YES	YES
	%		0.8		68.1	31.1		100.0								3.4		55.2	41.4		100.0			
E5B	#				11	77		88	4.0	46.0	30.4	4.0	33.5	NO	1			2	25		28	0.0%	27.2%	YES
	%				12.5	87.5		100.0							3.6			7.1	89.3		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.

## Social Services, Department of (page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
E6A	# 6	4		190	155	1	356	0.6	72.2	14.0	NO	18.8	NO	4	1		21	24		50	YES	73.9%	YES
	% 1.7	1.1		53.4	43.5	0.3	100.0							8.0	2.0		42.0	48.0		100.0			
E6B	#			3	5		8	2.2	62.4	17.8	2.2	24.9	NO				1			1	0.0%	60.1%	YES
	%			37.5	62.5		100.0										100.0			100.0			
E8	# 3	1					4	21.7	13.8	4.6	NO	13.8	4.6								YES	0.0%	0.0%
	% 75.0	25.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 86.0 percent  
 Level of Goal Attainment for 2005: 88.5 percent  
 Level of Goal Attainment for 2006: 87.2 percent

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

Agency Director: Andrew Hugine, Jr., Ph.D., President

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	1	11	1		13		26						1	1			1		3			
	%	3.8	42.3	3.8		50.0		100.0	5.9	37.6	11.6	NO	37.6	NO	33.3	33.3	0.0	0.0	33.3	0.0	100.0	YES	0.0%
C2	#		5			7		12							1					1			
	%		41.7			58.3		100.0	13.6	29.1	16.0	NO	29.1	NO	0.0	100.0	0.0	0.0	0.0	0.0	100.0	YES	0.0%
C3	#	13	15	11	2	11		52						0.0	0.0	0.0	0.0	0.0	0.0		YES	13.3%	YES
	%	25.0	28.8	21.2	3.8	21.2		100.0	14.5	29.0	14.5	NO	25.2	NO									
C4	#	10	22		6	17	3	58						1	3					4			
	%	17.2	37.9		10.3	29.3	5.2	100.0	10.8	33.4	15.8	NO	23.1	NO	25.0	75.0	0.0	0.0	0.0	0.0	100.0	YES	31.0%
C5	#	5	24	5	6	43	1	84								1		3		4			
	%	6.0	28.6	6.0	7.1	51.2	1.2	100.0	8.3	37.0	16.3	NO	29.9	NO	0.0	0.0	25.0	0.0	75.0	0.0	100.0	YES	19.3%
C6	#	4	8	1	6	13		32						0.0	0.0	0.0	100.0	0.0	0.0	1			1
	%	12.5	25.0	3.1	18.8	40.6		100.0	6.5	38.2	12.3	NO	19.5	NO							100.0	YES	49.1%
C7	#		5		2	12		19															
	%		26.3		10.5	63.2		100.0	6.1	57.1	16.2	NO	46.6	NO	0.0	0.0	0.0	0.0	0.0	0.0		YES	18.4%
C8	#	5	7		2	5	1	20										1		1			
	%	25.0	35.0		10.0	25.0	5.0	100.0	8.2	38.9	12.1	NO	28.9	NO	0.0	0.0	0.0	0.0	100.0	0.0	100.0	YES	25.7%
	#																						
	%																						

**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.

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
C9	# 6	19		2	9		36	8.3	22.3	7.0	NO	16.7	NO	3	5		1	3		12	YES	24.9%	YES
	% 16.7	52.8		5.6	25.0		100.0							25.0	41.7		8.3	25.0		100.0			
E2	# 3	31	2	2	99		137	8.9	35.4	18.1	NO	33.9	NO		8			25		33	YES	4.1%	YES
	% 2.2	22.6	1.5	1.5	72.3		100.0								24.2			75.8		100.0			
E3	# 2	12			25	1	40	9.5	30.0	14.2	NO	30.0	NO	1	4			8		13	YES	0.0%	YES
	% 5.0	30.0			62.5	2.5	100.0							7.7	30.8			61.5		100.0			
E4	#	20			8		28	14.2	16.0	5.9	NO	16.0	NO					2		2	YES	0.0%	YES
	%	71.4			28.6		100.0											100.0		100.0			
E5	#	1		2	33	1	37	7.2	44.0	19.9	4.5	38.6	NO				1	1		2	37.5%	12.3%	YES
	%	2.7		5.4	89.2	2.7	100.0										50.0	50.0		100.0			
E6	#	4		1	66	1	72	4.8	47.4	20.9	NO	46.0	NO					10		10	YES	2.9%	YES
	%	5.6		1.4	91.7	1.4	100.0											100.0		100.0			
E7	# 1	4			2		7	12.1	13.8	8.3	NO	13.8	NO								YES	0.0%*	YES
	% 14.3	57.1			28.6		100.0																
E8	#	24			14		38	18.3	20.3	19.7	NO	20.3	NO								YES	0.0%	YES
	%	63.2			36.8		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 2004: 71.2 percent

Level of Goal Attainment for 2005: 69.3 percent

Level of Goal Attainment for 2006: 71.0 percent

## Technical & Comprehensive Education, State Board for

Agency Director: Dr. Barry Russell

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1			3	4.2	42.0	20.9	4.2	8.7	20.9				1			1	0.0%	79.4%	0.0%
	% 66.7			33.3			100.0										100.0			100.0			
E2	# 28	4	1	14	8		55	6.2	33.6	8.9	NO	8.1	NO	7			2	2		11	YES	75.8%	YES
	% 50.9	7.3	1.8	25.5	14.5		100.0							63.6			18.2	18.2		100.0			
E3 and E5	# 4	3		11	3	2	23	2.7	51.9	13.2	NO	4.1	0.2								YES	92.2%	98.8%
	% 17.4	13.0		47.8	13.0	8.7	100.0																
E6	# 2			2	1		3	7.3	54.6	15.5	7.3	NO	NO								0.0%	YES	YES
	%			66.7	33.3		100.0																
E7	# 2	2					4	10.2	2.0	1.1	NO	2.0	1.1								YES	0.0%	0.0%
	% 50.0	50.0					100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 95.1 percent

Level of Goal Attainment for 2005: 94.7 percent

Level of Goal Attainment for 2006: 94.6 percent



## Aiken Technical College

Agency Director: Dr. Susan Winsor, President

EEO Officer: Tammy Moye

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3			3			6	3.9	46.3	14.2	3.9 *	NO	14.2 *	1			3	1		5	0.0% *	YES	0.0% *
	% 50.0			50.0			100							20.0			60.0	20.0		100			
T3 and T4	# 25	3	2	22	5	1	58	2.8	38.4	8.9	NO	0.5 *	0.3 *	2			5	2		9	YES	98.8% *	96.9% *
	% 43.1	5.2	3.4	37.9	8.6	1.7	100							22.2			55.6	22.2		100			
E2 and E3	# 7	6	1	1			15	7.3	30.7	12.7	NO	24.0	12.7	3	1					4	YES	21.7%	0.0%
	% 46.7	40.0	6.7	6.7			100							75.0	25.0					100			
E5 and E6	# 12	4		19	6		41	0.5	64.1	20.1	NO	17.8	5.5				4	1	1	6	YES	72.3%	72.8%
	% 29.3	9.8		46.3	14.6		100										66.7	16.7	16.7	100			
E4, E7 and E8	# 4	2		1			7	17.9	10.6	7.2	NO	10.6 *	NO	1						1	YES	0.0% *	YES
	% 57.1	28.6		0.0	14.3		100							100.0						100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 98.4 percent  
 Level of Goal Attainment for 2005: 92.6 percent  
 Level of Goal Attainment for 2006: 96.3 percent

## Central Carolina Technical College

Agency Director: Dr. Kay R. Raffield, President

EEO Officer: Ronalda Stover

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 2			4			6	4.7	41.4	11.3	4.7*	NO	11.3*				1			1	0.0%	YES	0.0%*
	% 33.3			66.7			100.0										100.0			100.0			
T3 and T4	# 39	5		44	6		94	3.0	33.9	4.4	NO	NO	NO	10	2		2	2		16	YES	YES	YES
	% 41.5	5.3		46.8	6.4		100.0							62.5	12.5		12.5	12.5		100.0			
T5 and E2	# 4		1	19	7		31	6.8	32.9	18.5	6.8	NO	NO	1			11	3		15	0.0%	YES	YES
	% 12.9		3.2	61.3	22.6		100.0							6.7			73.3	20.0		100.0			
E3, E4 and E5	# 2	1		13	3	2	21	6.0	45.7	9.2	1.2*	NO	NO				2	2	1	5	79.4%*	YES	YES
	% 9.5	4.8		61.9	14.3	9.5	100.0										40.0	40.0	20.0	100.0			
E6	# 1			18	7		26	3.8	54.5	26.1	3.8*	NO	NO				7	2		9	0.0%*	YES	YES
	% 3.8			69.2	26.9		100.0										77.8	22.2		100.0			
E7 and E8	# 3	3		1	3		10	21.5	0.8	2.7	NO	NO	NO								YES	YES	YES
	% 30.0	30.0		10.0	30.0		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 2004: 99.7 percent

Level of Goal Attainment for 2005: 87.0 percent

Level of Goal Attainment for 2006: 92.0 percent

## Denmark Technical College

Agency Director: Dr. Joann R. G. Boyd-Scotland, President

EEO Officer: Tonya M. Otts

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	2		1	4		7	3.9	38.4	2.0	NO	24.1	NO		1		1			2	YES	37.2%	YES
	%	28.6		14.3	57.1		100.0								50.0		50.0			100.0			
T3 and T4	#	6	10	4		12	2	34	4.2	31.3	6.3	NO	31.3	NO	1	2	1		3	7	YES	0.0%	YES
	%	17.6	29.4	11.8		35.3	5.9	100.0						14.3	28.6	14.3		42.9		100.0			
T5 and E2	#	6			21	1	28	8.2	38.1	16.7	NO	38.1	NO		2			8		10	YES	0.0%	YES
	%	21.4			75.0	3.6	100.0							20.0				80.0		100.0			
E3, E5 and E6	#	2	2		2	29	35	1.3	67.3	12.1	NO	61.6	NO		1		1	7		9	YES	8.5%	YES
	%	5.7	5.7		5.7	82.9	100.0							11.1			11.1	77.8		100.0			
E4, E7 and E8	#	8			4		12	17.8	18.4	9.1	NO	18.4	NO		4					4	YES	0.0%	YES
	%	66.7			33.3		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 76.0 percent

Level of Goal Attainment for 2005: 69.9 percent

Level of Goal Attainment for 2006: 69.7 percent

## Florence Darlington Technical College

Agency Director: Dr. Charles Gould, President

EEO Officer: Jeanne Deschenes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	1		2			8	9.9	41.5	17.3	NO	16.5	17.3								YES	60.2%	0.0%
	% 62.5	12.5		25.0			100.0																
T3, T4 and T5	# 45	4	4	42	10	3	108	3.9	31.4	5.2	0.2	NO	NO	5	1		4	2		12	95.0%	YES	YES
	% 41.7	3.7	3.7	38.9	9.3	2.8	100.0							41.7	8.3		33.3	16.7		100.0			
E2	# 11	3		29	16	1	60	6.8	35.2	13.9	1.8	NO	NO	5			1			6	73.5%	YES	YES
	% 18.3	5.0		48.3	26.7	1.7	100.0							83.3			16.7			100.0			
E5 and E6	#	2		19	15	1	37	0.5	72.9	13.7	NO	21.5	NO				1	2		3	YES	70.4%	YES
	%	5.4		51.4	40.5	2.7	100.0										33.3	66.7		100.0			
E3, E7 and E8	# 11	8		3	2	1	25	19.6	16.4	19.0	NO	4.4	11.0	2	1			1		4	YES	73.2%	42.1%
	% 44.0	32.0		12.0	8.0	4.0	100.0							50.0	25.0			25.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 85.6 percent

Level of Goal Attainment for 2005: 78.1 percent

Level of Goal Attainment for 2006: 81.0 percent

## Greenville Technical College

Agency Director: Dr. Thomas E. Barton, Jr., President

EEO Officer: Gregory D. Cann

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	3		11	5	30							1	4		3	3		11			
	%	36.7	10.0		36.7	16.7	100.0	3.0	36.4	4.3	NO	NO	NO	9.1	36.4		27.3	27.3		100.0	YES	YES	YES
T3 and T4	#	122	9	3	164	22	4	324						9			25	5	1	40			
	%	37.7	2.8	0.9	50.6	6.8	1.2	100.0	1.5	32.0	3.6	NO	NO	22.5			62.5	12.5	2.5	100.0	YES	YES	YES
T5 and E2	#	26	8	2	74	27	1	138						5	2	2	12	6	1	28			
	%	18.8	5.8	1.4	53.6	19.6	0.7	100.0	4.2	47.7	8.8	NO	NO	17.9	7.1	7.1	42.9	21.4	3.6	100.0	YES	YES	YES
E3, E4 and E5	#	24	2	2	46	17	2	93						3	1		2	2		8			
	%	25.8	2.2	2.2	49.5	18.3	2.2	100.0	3.9	47.7	7.1	1.7	NO	37.5	12.5		25.0	25.0		100.0	55.1%	YES	YES
E6	#		1		34	10		45									1	3		4			
	%		2.2		75.6	22.2		100.0	1.0	78.9	6.6	NO	3.3				25.0	75.0		100.0	YES	95.8%	YES
E7 and E8	#	29	5		6	5		45						3						3			
	%	64.4	11.1		13.3	11.1		100.0	8.6	14.3	5.2	NO	1.0	100.0						100.0	YES	93.2%	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 2004: 94.7 percent

Level of Goal Attainment for 2005: 97.3 percent

Level of Goal Attainment for 2006: 96.9 percent

## Horry - Georgetown Technical College

Agency Director: H. Neyle Wilson, President

EEO Officer: Judy Hardee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 4	2		6			12	10.9	42.3	14.3	NO	NO	14.3	1			4			5	YES	YES	0.0%
	% 33.3	16.7	0.0	50.0	0.0	0.0	100.0							20.0			80.0			100.0			
T3 and T4	# 52	6	1	64	7	4	134	1.6	36.7	2.2	NO	NO	NO	7			11	1		19	YES	YES	YES
	% 38.8	4.5	0.7	47.8	5.2	3.0	100.0							36.8			57.9	5.3		100.0			
T5 and E2	# 8	3		23	6		40	6.7	42.0	11.1	NO	NO	NO	1	1		6	1		9	YES	YES	YES
	% 20.0	7.5	0.0	57.5	15.0	0.0	100.0							11.1	11.1		66.7	11.1		100.0			
E3 and E5	# 11	1		19	8		39	1.1	46.7	6.4	NO	NO	NO				3	1		4	YES	YES	YES
	% 28.2	2.6	0.0	48.7	20.5	0.0	100.0										75.0	25.0		100.0			
E6	#	1		20	4		25	1.0	65.0	6.2	NO	NO	NO				4			4	YES	YES	YES
	% 0.0	4.0	0.0	80.0	16.0	0.0	100.0										100.0			100.0			
E7 and E8	# 23	4		12	1		40	19.7	11.6	8.3	9.7	NO	5.8	1	1					2	50.8%	YES	30.1%
	% 57.5	10.0	0.0	30.0	2.5	0.0	100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 89.7 percent

Level of Goal Attainment for 2005: 86.6 percent

Level of Goal Attainment for 2006: 87.8 percent

## Technical College of the Low Country

Agency Director: Dr. Anne S. McNutt, President

EEO Officer: Machonne Morrison

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability					
																								WM	BM	OM
T1 and E1	#	3	2		3		8	3.7	31.7	10.4	NO	NO	10.4	*	1								1	YES	YES	0.0%
	%	37.5	25.0	0.0	37.5	0.0	100.0								100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0				
T3 and T4	#	14	7	1	26	2	50	4.3	38.5	3.0	NO	NO	NO		2	1			2			5	YES	YES	YES	
	%	28.0	14.0	2.0	52.0	4.0	100.0								40.0	20.0	0.0	0.0	40.0	0.0	100.0					
T5 and E2	#	5			15	8	29	8.1	39.3	15.6	8.1	NO	NO		1			3	2	1	7	0.0%	YES	YES		
	%	17.2	0.0	0.0	51.7	27.6	100.0								14.3	0.0	0.0	42.9	28.6	14.3	100.0					
E3 and E5	#	3	1		8	4	18	2.7	49.6	15.3	NO	5.2	NO			1		1	1		3	YES	89.6%	YES		
	%	16.7	5.6	0.0	44.4	22.2	100.0								0.0	33.3	0.0	33.3	33.3	0.0	100.0					
E6	#	1			7	9	18	1.0	70.5	13.0	1.0	*	NO					1		1	2	0.0%	*	YES		
	%	5.6	0.0	0.0	38.9	50.0	100.0								0.0	0.0	0.0	50.0	0.0	50.0	100.0					
E4, E7 and E8	#	7	6		2		15	24.0	9.0	14.6	NO	NO	14.6									YES	YES	0.0%		
	%	46.7	40.0	0.0	13.3	0.0	100.0								0.0	0.0	0.0	0.0	0.0	0.0						
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2004: Exempt  
 Level of Goal Attainment for 2005: 78.8 percent  
 Level of Goal Attainment for 2006: 84.1 percent

## Midlands Technical College

Agency Director: Marshall White, Jr., President

EEO Officer: Ronald L. Rhames

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3	2		4	3		12	5.9	41.2	15.1	NO	7.9	NO					1		1	YES	80.9%	YES
	% 25.0	16.7		33.3	25.0		100.0											100.0		100.0			
T3 and T4	# 87	6	2	111	20	4	230	4.1	32.6	6.4	1.5	NO	NO	8			14	1	1	24	63.6%	YES	YES
	% 37.8	2.6	0.9	48.3	8.7	1.7	100.0							33.3			58.3	4.2	4.2	100.0			
T5 and E2	# 25	9		57	39	1	131	6.9	36.2	14.2	0.0	NO	NO	5			8	5		18	99.6%	YES	YES
	% 19.1	6.9		43.5	29.8	0.8	100.0							27.8			44.4	27.8		100.0			
E3	# 20	8		15	6	1	50	5.2	31.5	7.9	NO	1.5	NO								YES	95.2%	YES
	% 40.0	16.0		30.0	12.0	2.0	100.0																
E4 and E5	# 4	5		25	11	1	46	4.0	53.9	10.3	NO	NO	NO	1			1	3		5	YES	YES	YES
	% 8.7	10.9		54.3	23.9	2.2	100.0							20.0			20.0	60.0		100.0			
E6	#	2		36	18	1	57	0.7	73.1	11.9	NO	9.9	NO				2	1		3	YES	86.4%	YES
	%	3.5		63.2	31.6	1.8	100.0										66.7	33.3		100.0			
E7	# 12	5			1		18	14.0	3.9	4.5	NO	3.9	NO		1			1		2	YES	0.0%	YES
	% 66.7	27.8			5.6		100.0								50.0			50.0		100.0			
E8	# 9	5		3	2		19	17.9	18.1	10.2	NO	2.3	NO								YES	87.2%	YES
	% 47.4	26.3		15.8	10.5		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 2004: 97.4 percent

Level of Goal Attainment for 2005: 95.1 percent

Level of Goal Attainment for 2006: 96.2 percent



## Northeastern Technical College

Agency Director: Dr. James C. Williamson, President

EEO Officer: Sharon S. Thurman

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 2			4			6	7.0	33.7	5.6	7.0	NO	5.6								0.0%	YES	0.0%
	% 33.3			66.7			100.0																
T3 and T4	# 13			16	1		30	3.0	44.1	28.8	3.0	NO	25.5	1			1			2	0.0%	YES	11.6%
	% 43.3			53.3	3.3		100.0							50.0			50.0			100.0			
T5, E2, E3 and E5	# 6	2		14	8		30	6.2	41.7	14.3	NO	NO	NO		1	1	1	1		4	YES	YES	YES
	% 20.0	6.7		46.7	26.7		100.0							25.0	25.0	25.0	25.0			100.0			
E6	# 1			8	1		10	0.5	74.4	12.2	NO	NO	2.2					1		1	YES	YES	82.0%
	% 10.0			80.0	10.0		100.0											100.0		100.0			
E7 AND E8	# 4	1			4		9	40.0	3.7	11.8	28.9	3.7	NO								27.8%	0.0%	YES
	% 44.4	11.1			44.4		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 2004: 85.8 percent

Level of Goal Attainment for 2005: 83.1 percent

Level of Goal Attainment for 2006: 83.8 percent

## Orangeburg - Calhoun Technical College

Agency Director: Dr. Anne S. Crook, President

EEO Officer: Tyrone Russell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		6			7	13.1	33.6	30.5	NO	NO	30.5								YES	YES	0.0%
	%	14.3		85.7			100.0																
T3 and T4	#	25	3	1	43	13	85	23.8	22.1	24.1	20.3	NO	8.8	4			4			8	14.8%	YES	63.5%
	%	29.4	3.5	1.2	50.6	15.3	100.0							50.0			50.0			100.0			
T5 and E2	#	6	4		14	4	28	23.2	26.8	31.3	8.9	NO	17.0		1		2	1		4	61.6%	YES	45.6%
	%	21.4	14.3		50.0	14.3	100.0							25.0			50.0	25.0		100.0			
E3, E4 and E5	#	3	5		13	8	29	10.8	32.9	15.2	NO	NO	NO				1	3		4	YES	YES	YES
	%	10.3	17.2		44.8	27.6	100.0										25.0	75.0		100.0			
E6	#			12	4		16	2.0	57.6	27.4	2.0	NO	2.4				1	2		3	0.0%	YES	91.2%
	%			75.0	25.0		100.0										33.3	66.7		100.0			
E7 and E8	#	8	9		2	3	22	31.3	7.0	19.8	NO	NO	6.2	1	1					2	YES	YES	68.9%
	%	36.4	40.9		9.1	13.6	100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 86.9 percent

Level of Goal Attainment for 2005: 79.8 percent

Level of Goal Attainment for 2006: 79.2 percent

## Piedmont Technical College

Agency Director: Dr. Lex D. Walters, President

EEO Officer: James R. Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 2			2			4	3.1	39.8	6.2	3.1	NO	6.2	1						1	0.0%	YES	0.0%
	% 50.0			50.0			100.0							100.0						100.0			
T3 and T4	# 43	4	3	57	5	1	113	1.4	27.8	6.0	NO	NO	1.6	3			12	2		17	YES	YES	73.7%
	% 38.1	3.5	2.7	50.4	4.4	0.9	100.0							17.6			70.6	11.8		100.0			
T5 and E2	# 15	3		38	13		69	3.3	36.6	16.6	NO	NO	NO	2			6	1		9	YES	YES	YES
	% 21.7	4.3		55.1	18.8		100.0							22.2			66.7	11.1		100.0			
E3, E4 and E5	# 14			17	3		34	2.1	46.6	6.4	2.1	NO	NO	3			3			6	0.0%	YES	YES
	% 41.2			50.0	8.8		100.0							50.0			50.0			100.0			
E6	# 2	1		15	11		29	1.0	77.6	8.5	NO	25.9	NO	1			1			2	YES	66.7%	YES
	% 6.9	3.4		51.7	37.9		100.0							50.0			50.0			100.0			
E7	# 7	2		1	1		11	32.3	2.3	0.5	14.1	NO	NO								56.3%	YES	YES
	% 63.6	18.2		9.1	9.1		100.0																
E8	# 1	3			1		5	19.3	17.9	10.3	NO	17.9	NO								YES	0.0%	YES
	% 20.0	60.0			20.0		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 96.9 percent

Level of Goal Attainment for 2005: 94.0 percent

Level of Goal Attainment for 2006: 93.9 percent

## Spartanburg Community College

Agency Director: Dr. Dan L. Terhune, President

EEO Officer: Regina J. Eaker

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 4	1		5			10	5.0	42.2	9.1	NO	NO	9.1	1	1		1			3	YES	YES	0.0%
	% 40.0	10.0		50.0			100.0							33.3	33.3		33.3			100.0			*
T3 and T4	# 41	5	2	52	6	3	109	2.4	32.1	4.6	NO	NO	NO	6	2		7	1		16	YES	YES	YES
	% 37.6	4.6	1.8	47.7	5.5	2.8	100.0							37.5	12.5		43.8	6.3		100.0			
T5 and E2	# 17	2		32	11	1	63	2.9	34.8	10.6	NO	NO	NO	5			8		1	14	YES	YES	YES
	% 27.0	3.2		50.8	17.5	1.6	100.0							35.7			57.1		7.1	100.0			
E3, E5 and E6	# 5	2		43	18	2	70	3.1	63.3	7.0	0.2	1.9	NO	2	1		4	3		10	92.2%	97.0%	YES
	% 7.1	2.9		61.4	25.7	2.9	100.0							20.0	10.0		40.0	30.0		100.0			
E4, E7 and E8	# 14	2		1	1		18	11.6	12.6	3.6	0.5	7.0	NO	4	1					5	95.8%	44.1%	YES
	% 77.8	11.1		5.6	5.6		100.0							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 2004: 93.1 percent

Level of Goal Attainment for 2005: 92.3 percent

Level of Goal Attainment for 2006: 94.9 percent

## Tri-County Technical College

Agency Director: Dr. Ronnie L. Booth, President

EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 4			2			6	3.8	42.5	3.1	3.8	9.2	3.1	2			1			3	0.0%	78.4%	0.0%
	% 66.7			33.3			100.0							66.7			33.3			100.0			
T3	# 8			10	2		20	1.1	31.0	2.4	1.1	NO	NO					1		1	0.0%	YES	YES
	% 40.0			50.0	10.0		100.0											100.0		100.0			
T4	# 33	2	1	45	2	2	85	1.1	31.2	2.4	NO	NO	0.0	3			13		1	17	YES	YES	98.0%
	% 38.8	2.4	1.2	52.9	2.4	2.4	100.0							17.6			76.5		5.9	100.0			
T5 and E2	# 23	2		42	12		79	2.6	44.2	6.5	0.1	NO	NO	5			8	2		15	97.4%	YES	YES
	% 29.1	2.5		53.2	15.2		100.0							33.3			53.3	13.3		100.0			
E3 and E5	# 6	1		22	1	1	31	3.2	41.6	6.0	NO	NO	2.8								YES	YES	53.8%
	% 19.4	3.2		71.0	3.2	3.2	100.0																
E6	#			33	9	1	43	0.3	80.7	4.7	0.3	4.0	NO								0.0%	95.1%	YES
	%			76.7	20.9	2.3	100.0																
E4, E7 and E8	# 8	2		4	1		15	20.5	5.3	1.4	7.2	NO	NO								65.0%	YES	YES
	% 53.3	13.3		26.7	6.7		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 2004: 93.6 percent

Level of Goal Attainment for 2005: 91.5 percent

Level of Goal Attainment for 2006: 93.5 percent

## Trident Technical College

Agency Director: Dr. Mary Thornley, President

EEO Officer: Christine Martino-Lambert

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	4	1		9	2	16	4.6	42.5	12.1	NO	NO	NO		1		3			4			
	%	25.0	6.3		56.3	12.5	100.0								25.0		75.0			100.0	YES	YES	YES
T3 and T4	#	114	8	1	136	19	2	280	3.2	34.9	5.2	0.3	NO	NO		8	2		17	4			31
	%	40.7	2.9	0.4	48.6	6.8	0.7	100.0						25.8	6.5		54.8	12.9		100.0	89.3%	YES	YES
T5 and E2	#	31	11		62	30	2	136	6.9	39.2	12.7	NO	NO	NO	4		1	11	8	1			25
	%	22.8	8.1		45.6	22.1	1.5	100.0						16.0		4.0	44.0	32.0	4.0	100.0	YES	YES	YES
E3 and E5	#	22	6	2	40	15	5	90	2.3	43.0	10.2	NO	NO	NO	7	1	1	7	2	3			21
	%	24.4	6.7	2.2	44.4	16.7	5.6	100.0						33.3	4.8	4.8	33.3	9.5	14.3	100.0	YES	YES	YES
E4	#	9	7		2	1		19	10.3	13.2	2.3	NO	2.6	NO	1	1		1					3
	%	47.4	36.8		10.5	5.3		100.0						33.3	33.3		33.3			100.0	YES	80.0%	YES
E6	#	1	1		17	18		37	0.9	68.7	15.5	NO	22.8	NO			4	2		6			
	%	2.7	2.7		45.9	48.6		100.0									66.7	33.3		100.0	YES	66.9%	YES
E7 and E8	#	16	7	1	7		1	32	15.5	11.1	10.6	NO	NO	10.6	2	4	1			7			
	%	50.0	21.9	3.1	21.9		3.1	100.0						28.6	57.1	14.3				100.0	YES	YES	0.0%
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2004: 91.8 percent

Level of Goal Attainment for 2005: 88.4 percent

Level of Goal Attainment for 2006: 92.2 percent

## Williamsburg Technical College

Agency Director: Dr. Cleve H. Cox, President

EEO Officer: Barbara Kennedy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 2	1		1			4	16.3	20.6	25.9	NO	NO	25.9		1					1	YES	YES	0.0%
	% 50.0	25.0		25.0			100.0								100.0					100.0			
T3 and T4	# 7	1		8	4		20	26.3	25.1	18.9	21.3	NO	NO	4	1		1	2		8	19.0%	YES	YES
	% 35.0	5.0		40.0	20.0		100.0							50.0	12.5		12.5	25.0		100.0			
E2	# 3			1	7		11	15.1	25.4	29.0	NO	16.3	NO		1			1		2	YES	35.8%	YES
	% 27.3			9.1	63.6		100.0							50.0				50.0		100.0			
E3 and E5	# 3			5	7		15	8.5	39.3	26.3	NO	6.0	NO		1		1			2	YES	84.8%	YES
	% 20.0			33.3	46.7		100.0							50.0			50.0			100.0			
E6	# 6			3			9	2.1	58.3	19.2	2.1	NO	NO					3		3	0.0%	YES	YES
	% 66.7			33.3			100.0											100.0		100.0			
E7 and E8	# 1	6					7	51.6	4.2	17.3	NO	4.2	17.3								YES	0.0%	0.0%
	% 14.3	85.7					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 2004: Exempt  
 Level of Goal Attainment for 2005: 76.6 percent  
 Level of Goal Attainment for 2006: 77.5 percent

## York Technical College

Agency Director: Dr. Dennis F. Merrell, President

EEO Officer: Edwina Roseboro-Barnes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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			6	1		13	1.9	28.9	9.6	1.9*	NO	1.9*								0.0%*	YES	80.1%*
	% 46.2			46.2	7.7		100.0																
T3 and T4	# 39	7	4	60	5	1	116	5.1	42.7	9.1	NO	NO	4.8	3	2		7	2		14			
	% 33.6	6.0	3.4	51.7	4.3	0.9	100.0							21.4	14.3		50.0	14.3		100.0	YES	YES	47.4%
E2 and T5	# 11	4		41	15	1	72	5.2	45.2	16.9	NO	NO	NO				5	5		10	YES	YES	YES
	% 15.3	5.6		56.9	20.8	1.4	100.0										50.0	50.0		100.0			
E3 and E5	# 4			21	5		30	2.5	51.2	10.9	2.5*	NO	NO				3			3	0.0%*	YES	YES
	% 13.3			70.0	16.7		100.0										100.0			100.0			
E6	#			11	11	2	24	0.0	70.0	15.8	0.0	24.2	NO				2			2	0.0%	65.5%	YES
	%			45.8	45.8	8.3	100.0										100.0			100.0			
E4, E7 and E8	# 20	4		7	5		36	17.0	14.1	11.2	5.9	NO	NO								65.4%	YES	YES
	% 55.6	11.1		19.4	13.9		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 2004: 95.2 percent

Level of Goal Attainment for 2005: 91.8 percent

Level of Goal Attainment for 2006: 90.4 percent



## Transportation, Department of

Agency Director: Elizabeth S. Mabry

EEO Officer: Darlene M. Rikard

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 14		1	2			17	7.6	15.2	4.3	7.6	3.4	4.3		1		1	1		3	0.0%	77.4%	0.0%	
	% 82.4		5.9	11.8			100.0							33.3		33.3	33.3			100.0				
E2	# 99	23	5	144	72	2	345	7.1	20.9	5.8	0.4	NO	NO		6	6	1	17	6	36	93.9%	YES	YES	
Non-Engineers	% 28.7	6.7	1.4	41.7	20.9	0.6	100.0							16.7	16.7	2.8	47.2	16.7	100.0					
E2 Engineers	# 540	70	14	69	16	5	714	7.4	5.5	0.6	NO	NO	NO		73	11	3	13	1	101	YES	YES	YES	
	% 75.6	9.8	2.0	9.7	2.2	0.7	100.0							72.3	10.9	3.0	12.9	1.0	100.0					
E3,E4,E5	# 90	19	6	78	38	2	233	8.7	23.0	5.9	0.5	NO	NO		11	2	2	11	8	34	93.7%	YES	YES	
Non-Engineers	% 38.6	8.2	2.6	33.5	16.3	0.9	100.0							32.4	5.9	5.9	32.4	23.5	100.0					
E3 and E5 Engineers	# 322	67	10	62	16		477	6.5	26.0	4.3	NO	13.0	0.9		66	12	4	11	3	96	YES	50.0%	78.0%	
	% 67.5	14.0	2.1	13.0	3.4		100.0							68.8	12.5	4.2	11.5	3.1	100.0					
E6	# 2	2	1	86	66	1	158	1.2	65.3	19.2	NO	10.9	NO					8	6	14	YES	83.4%	YES	
	% 1.3	1.3	0.6	54.4	41.8	0.6	100.0											57.1	42.9	100.0				
E7	# 1355	1089	28	101	154	2	2729	30.8	3.0	2.0	NO	NO	NO		309	290	4	26	20	649	YES	YES	YES	
	% 49.7	39.9	1.0	3.7	5.6	0.1	100.0							47.6	44.7	0.6	4.0	3.1	100.0					
E8	# 39	28		52	28	2	149	18.7	22.4	10.5	NO	NO	NO		2	5		6	3	16	YES	YES	YES	
	% 26.2	18.8		34.9	18.8	1.3	100.0							12.5	31.3		37.5	18.8	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 2004: 84.5 percent

Level of Goal Attainment for 2005: 82.4 percent

Level of Goal Attainment for 2006: 90.3 percent

## Treasurer's Office, State

Agency Director: Grady Patterson, Jr.

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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			6	1	1	14	2.8	35.4	6.1	2.8*	NO	NO								0.0%*	YES	YES	
	% 42.9			42.9	7.1	7.1	100.0											1		1				
E2	# 3	3		15	8		29	4.3	42.3	12.7	NO	NO	NO							100.0	100.0	YES	YES	YES
	% 10.3	10.3		51.7	27.6		100.0																	
E3	# 3	1		1	2		7	8.9	24.9	8.5	NO	10.6	NO	1	1					2	YES	57.4%*	YES	
	% 42.9	14.3		14.3	28.6		100.0							50.0	50.0					100.0				
E5	# 1	1		4	1		7	5.0	40.8	15.3	NO	NO	1.0*								YES	YES	93.4%*	
	% 14.3	14.3		57.1	14.3		100.0																	
E6	# 1	1		1	3		6	2.3	42.3	19.0	NO	25.6	NO								YES	39.4%	YES	
	% 16.7	16.7		16.7	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 2004: 86.8 percent

Level of Goal Attainment for 2005: 95.4 percent

Level of Goal Attainment for 2006: 92.2 percent

## University of South Carolina (Total System) page 1 of 4

Agency Director: Dr. Andrew A. Sorensen, President

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	12	1		2		15	3.4	41.0	6.9	NO	27.7	6.9	1						1	YES	32.5%	0.0%	
	%	80.0	6.7		13.3		100.0							100.0										
C2	#	108	6	7	49	2	1	173	2.6	37.4	4.3	NO	9.1	3.1	4			3		7	YES	75.7%	26.9%	
	%	62.4	3.5	4.0	28.3	1.2	0.6	100.0							57.1			42.9						100.0
C3	#	296	7	23	85	5	3	419	2.5	42.1	4.6	0.8	21.8	3.4	11		3	5		19	66.8%	48.2%	25.9%	
	%	70.6	1.7	5.5	20.3	1.2	0.7	100.0							57.9		15.8	26.3						100.0
C4	#	212	5	25	148	12	11	413	2.5	40.8	4.6	1.3	5.0	1.7	11		2	13	2	3	31	48.4%	87.8%	63.2%
	%	51.3	1.2	6.1	35.8	2.9	2.7	100.0							35.5		6.5	41.9	6.5	9.7	100.0			
C5	#	183	17	47	169	19	23	458	2.5	41.9	4.7	NO	5.0	0.6	38	3	12	46	6	10	115	YES	88.1%	88.3%
	%	40.0	3.7	10.3	36.9	4.1	5.0	100.0							33.0	2.6	10.4	40.0	5.2	8.7	100.0			
C6	#	92	1	5	130	13	12	253	2.6	41.8	4.4	2.2	NO	NO	25		3	39	2	2	71	15.2%	YES	YES
	%	36.4	0.4	2.0	51.4	5.1	4.7	100.0							35.2		4.2	54.9	2.8	2.8	100.0			
C7	#	23	2		21			46	2.7	43.1	4.8	NO	NO	4.8	3			4		7	YES	YES	0.0%	
	%	50.0	4.3		45.7			100.0							42.9			57.1						100.0
C8-25	#	9	1		3			13	2.9	24.8	2.8	NO	1.7	2.8							YES	93.1%	0.0%	
	%	69.2	7.7		23.1			100.0																
	#																							
	%																							

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

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

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## University of South Carolina (Total System) page 2 of 4

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C8-26	# 25	2	1	49	1	3	81	1.0	64.3	4.7	NO	3.8	3.5	4	1	1	5	1		12	YES	94.1%	26.3%
	% 30.9	2.5	1.2	60.5	1.2	3.7	100.0							33.3	8.3	8.3	41.7	8.3		100.0			
C8-29	# 125	6	16	116	8	14	285	1.4	63.0	5.6	NO	22.3	2.8	28	1	4	20	4	7	64	YES	64.6%	50.1%
	% 43.9	2.1	5.6	40.7	2.8	4.9	100.0							43.8	1.6	6.3	31.3	6.3	10.9	100.0			
C9-27	# 79	19	1	32	6	1	138	5.7	24.8	1.5	NO	1.6	NO	17	3		7	2	1	30	YES	93.5%	YES
	% 57.2	13.8	0.7	23.2	4.3	0.7	100.0							56.7	10.0		23.3	6.7	3.3	100.0			
C9-30	# 62	2	4	47	2	6	123	2.9	48.6	5.0	1.3	10.4	3.4	10	1	2	11	1	1	26			
	% 50.4	1.6	3.3	38.2	1.6	4.9	100.0							38.5	3.8	7.7	42.3	3.8	3.8	100.0	56.1%	78.6%	32.5%
E2-2	# 124	5	1	95	8	3	236	5.5	30.2	7.3	3.4	NO	3.9	16	2		25		2	45			
	% 52.5	2.1	0.4	40.3	3.4	1.3	100.0							35.6	4.4		55.6		4.4	100.0	38.5%	YES	46.4%
E2-3	# 183	21	9	235	47	2	497	6.6	35.1	9.3	2.4	NO	NO	29	1	2	35	4	1	72	64.0%	YES	YES
	% 36.8	4.2	1.8	47.3	9.5	0.4	100.0							40.3	1.4	2.8	48.6	5.6	1.4	100.0			
E2-4	# 36	2	1	31	7		77	7.3	31.3	13.0	4.7	NO	3.9	7	1		7	1		16			
	% 46.8	2.6	1.3	40.3	9.1		100.0							43.8	6.3		43.8	6.3		100.0	35.6%	YES	69.9%
E2-5	# 24	5		190	44	3	266	5.9	51.8	11.3	4.0	NO	NO	5			38	7		50			
	% 9.0	1.9		71.4	16.5	1.1	100.0							10.0			76.0	14.0		100.0	31.9%	YES	YES
	#																						
	%																						

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

## University of South Carolina (Total System) page 3 of 4

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2-6	# 77	18	5	254	62	4	420	12.0	37.1	24.8	7.7	NO	10.0	14	6	1	58	12		91	35.7%	YES	59.5%	
	% 18.3	4.3	1.2	60.5	14.8	1.0	100.0							15.4	6.6	1.1	63.7	13.2		100.0				
E3-7	# 79	16	6	25	9	3	138	6.8	23.2	11.2	NO	5.1	4.7	22	6		3	2		33	YES	78.1%	58.2%	
	% 57.2	11.6	4.3	18.1	6.5	2.2	100.0							66.7	18.2		9.1	6.1		100.0				
E3-8	# 61	10	2	72	23	2	170	7.8	28.2	11.2	1.9	NO	NO	13	3	1	8	1		26	75.4%	YES	YES	
	% 35.9	5.9	1.2	42.4	13.5	1.2	100.0							50.0	11.5	3.8	30.8	3.8		100.0				
E3-9	# 5	1		23	6		35	7.7	29.2	32.3				2			7			9				
	% 14.3	2.9		65.7	17.1		100.0				4.8	NO	15.2	22.2			77.8			100.0	37.1%	YES	53.1%	
E4	# 31	16		8	4		59	22.4	9.2	4.0	NO	NO	NO	12	1		3	2		18				
	% 52.5	27.1		13.6	6.8		100.0							66.7	5.6		16.7	11.1		100.0	YES	YES	YES	
E5-11	# 27	6	1	304	94	8	440	3.5	55.2	16.1	2.1	NO	NO	6			67	20	4	97				
	% 6.1	1.4	0.2	69.1	21.4	1.8	100.0							6.2			69.1	20.6	4.1	100.0	39.0%	YES	YES	
E6-12	# 17	4		63	27	5	116	1.6	58.3	14.8	NO	4.0	NO	4	1		19	7		31				
	% 14.7	3.4		54.3	23.3	4.3	100.0							12.9	3.2		61.3	22.6		100.0	YES	93.2%	YES	
E6-13	# 10	3		2	1	1	17	7.3	51.7	12.1	NO	39.9	6.2	1			1	1		3				
	% 58.8	17.6		11.8	5.9	5.9	100.0							33.3			33.3	33.3		100.0	YES	22.8%	48.6%	
	#																							
	%																							

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**University of South Carolina (Total System) page 4 of 4**

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
E6-14	# 1	3		5	4		13	3.9	39.5	31.9	NO	1.0	1.1		2					2	YES	97.4%	96.5%
	% 7.7	23.1		38.5	30.8		100.0							5	2		37	28	3	75	YES		
E6-15	# 12	9	1	160	93	4	279	2.1	61.9	16.6	NO	4.6	NO	6.7	2.7		49.3	37.3	4.0	100.0	YES	92.6%	YES
	% 4.3	3.2	0.4	57.3	33.3	1.4	100.0							2			2			4	YES	YES	YES
E6-16	#	1		5	2		8	5.4	48.1	17.0	NO	NO	NO		2		50.0			4	YES	YES	YES
	%	12.5		62.5	25.0		100.0							6			50.0			6	YES	YES	YES
E7-17	# 38	7	1	2			48	18.0	9.2	6.3	3.4	5.0	6.3	6						6	81.0%	45.3%	0.0%
	% 79.2	14.6	2.1	4.2			100.0							25	8		2	1		36	YES	64.5%	7.1%
E7-18	# 120	55	1	7	1		184	16.8	5.9	7.7	NO	2.1	7.2	69.4	22.2		5.6	2.8		100.0	YES	64.5%	7.1%
	% 65.2	29.9	0.5	3.8	0.5		100.0							2	2		1	1		6	YES	58.3%	62.8%
E8-19	# 22	13		4	5		44	23.9	15.6	18.1	NO	6.5	6.7	33.3	33.3		16.7	16.7		100.0	YES	58.3%	62.8%
	% 50.0	29.5		9.1	11.4		100.0							9	3	1	4	3	1	21	YES	77.8%	70.8%
E8-20	# 28	45	3	9	12	1	98	26.0	11.8	17.3	NO	2.6	5.1	42.9	14.3	4.8	19.0	14.3	4.8	100.1	YES	77.8%	70.8%
	% 28.6	45.9	3.1	9.2	12.2	1.0	100.0							5				12	1	18	90.3%	8.4%	YES
E8-21	# 2	35	1	1	92		131	29.6	9.1	26.5	2.9	8.3	NO	27.8				66.7	5.6	100.1	90.3%	8.4%	YES
	% 1.5	26.7	0.8	0.8	70.2		100.0																

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

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

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

Level of Goal Attainment for 2004: 80.9 percent

Level of Goal Attainment for 2005: 75.0 percent

Level of Goal Attainment for 2006: 74.7 percent

## University of South Carolina - Aiken (page 1 of 2)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted 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	# 12		2	4			18	2.0	33.2	2.8	2.0	11.0	2.8								0.0%	66.9%	0.0%
	% 66.7		11.1	22.2			100.0																
C3	# 15	1		9			25	2.0	35.4	2.4	NO	NO	2.4	1						1	YES	YES	0.0%
	% 60.0	4.0		36.0			100.0							100.0						100.0			
C4	# 17		2	12	1	1	33	2.6	38.4	3.3	2.6	2.0	0.3	1						1	0.0%	94.7%	91.8%
	% 51.5		6.1	36.4	3.0	3.0	100.0							100.0						100.0			
C5	# 17	1	4	22	3	2	49	2.0	36.2	3.1	NO	NO	NO	4			6			10	YES	YES	YES
	% 34.7	2.0	8.2	44.9	6.1	4.1	100.0							40.0			60.0			100.0			
C6	# 10			18	4	2	34	1.4	39.9	4.4	1.4	NO	NO	1			8			9	0.0%	YES	YES
	% 29.4			52.9	11.8	5.9	100.0							11.1			88.9			100.0			
C8 and C9	# 12	2		5			19	5.5	24.7	1.3	NO	NO	1.3								YES	YES	0.0%
	% 63.2	10.5		26.3			100.0																
E2	# 20	4		44	7		75	4.2	49.3	10.9	NO	NO	1.6	3	1		13	2	1	20	YES	YES	85.6%
	% 26.7	5.3		58.7	9.3		100.0							15.0	5.0		65.0	10.0	5.0	100.0			
E3 and E4	# 10	4		2	1		17	9.5	28.3	5.5	NO	16.5	NO	4				1		5	YES	41.6%	YES
	% 58.8	23.5		11.8	5.9		100.0							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.

## University of South Carolina - Aiken (page 2 of 2)

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5	# 2			31	4		37	2.5	59.8	14.3	2.5 *	NO	3.5				6			6	0.0% *	YES	75.6%
	% 5.4	0.0	0.0	83.8	10.8	0.0	100.0										100.0			100.0			
E6	# 1			7	2		10	15.0	48.4	10.7	5.0 *	NO	NO				5	1	6	66.7% *	YES	YES	
	% 0.0	10.0	0.0	70.0	20.0	0.0	100.0										83.3	16.7	100.0				
E7	# 9	1		1			11	13.5	7.0	5.0	4.4 *	NO	5.0 *								67.3% *	YES	0.0% *
	% 81.8	9.1	0.0	9.1	0.0	0.0	100.0																
E8	# 3	7	1		10		21	24.0	10.4	18.8	NO	10.4	NO	2				3	5		YES	0.0%	YES
	% 14.3	33.3	4.8	0.0	47.6	0.0	100.0							40.0				60.0	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 2004: 85.0 percent

Level of Goal Attainment for 2005: 84.8 percent

Level of Goal Attainment for 2006: 88.9 percent



## University of South Carolina - Beaufort (page 1 of 2)

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted 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	#	2	1		4		7										1			1			*
	%	28.6	14.3		57.1		100.0				3.9	37.7	5.8				100.0			100.0	YES	YES	0.0%
C3	#	4			2		7															*	*
	%	57.1			28.6		100.0				2.5	29.0	1.9								0.0%	98.5%	0.0%
C4	#	9		1	3		13															*	*
	%	69.2		7.7	23.1		100.0				1.9	33.9	2.0								0.0%	68.1%	0.0%
C5	#	3	1	1	2		8							1						1			*
	%	37.5	12.5	12.5	25.0		100.0				1.8	37.8	2.5	100.0						100.0	YES	66.1%	0.0%
C6	#	6		1	8	1	17									1	4			5			*
	%	35.3		5.9	47.1	5.9	100.0				1.2	27.9	0.9			20.0	80.0			100.0	0.0%	YES	YES
C8 and C9	#	3			5		8										1			1			*
	%	37.5			62.5		100.0				1.5	61.8	5.8				100.0			100.0	0.0%	YES	0.0%
E2	#	8		1	16	5	30							4		1	9	1		15			*
	%	26.7		3.3	53.3	16.7	100.0				1.8	46.4	6.1	26.7		6.7	60.0	6.7		100.1	0.0%	YES	YES
E3 and E5	#	2			7	2	11							1			1	1		3			*
	%	18.2			63.6	18.2	100.0				0.4	56.7	16.4	33.3			33.3	33.3		99.9	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.

## University of South Carolina - Beaufort (page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	
E6	#			1			1	0.0	60.8	21.0	0.0	NO	21.0										YES	0.0%
	%			100.0			100.0																	
E7	#	1	2		1		4	19.2	1.5	2.5	NO	1.5	NO								YES	0.0%	YES	
	%	25.0	50.0		25.0		100.0																	
E8	#	1	3			1	5	34.7	16.0	16.8	NO	16.0	16.8						1	1	YES	0.0%	0.0%	
	%	20.0	60.0			20.0	100.0												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 2004: 94.0 percent

Level of Goal Attainment for 2005: 96.1 percent

Level of Goal Attainment for 2006: 96.0 percent

## University of South Carolina (Columbia) page 1 of 4

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted 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	#	10	1		1		12						*	1						1			*
	%	83.3	8.3		8.3		100.0	3.3	41.4	7.1	NO	33.1	7.1	100.0						100.0	YES	20.1%	0.0%
C2	#	78	1	4	31	1	116							3			1			4			
	%	67.2	0.9	3.4	26.7	0.9	100.0	2.6	37.2	4.3	1.7	10.5	3.4	75.0			25.0			100.0	33.2%	71.8%	20.0%
C3	#	246	5	21	57	3	333							10		3	4			17			
	%	73.9	1.5	6.3	17.1	0.9	100.0	2.5	42.5	4.7	1.0	25.4	3.8	58.8		17.6	23.5			99.9	60.1%	40.3%	19.2%
C4	#	161	4	21	106	9	310							10		2	10	1	3	26			
	%	51.9	1.3	6.8	34.2	2.9	100.0	2.5	40.8	4.7	1.2	6.6	1.8	38.5		7.7	38.5	3.8	11.5	100.0	51.6%	83.8%	61.8%
C5	#	132	11	35	111	11	315							26	1	8	24	5	9	73			
	%	41.9	3.5	11.1	35.2	3.5	100.0	2.7	43.9	5.0	NO	8.7	1.5	35.6	1.4	11.0	32.9	6.8	12.3	100.0	YES	80.3%	69.8%
C6	#	46		1	60	3	116							13			16	1	1	31			
	%	39.7		0.9	51.7	2.6	100.0	2.9	42.1	4.4	2.9	NO	1.8	41.9			51.6	3.2	3.2	99.9	0.0%	YES	58.8%
C7	#	23	2		21		46							3			4			7			
	%	50.0	4.3		45.7		100.0	2.7	43.1	4.8	NO	NO	4.8	42.9			57.1			100.0	YES	YES	0.0%
C8-25	#	9	1		3		13						*									*	*
	%	69.2	7.7		23.1		100.0	2.9	24.8	2.8	NO	1.7	2.8								YES	93.1%	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.

**University of South Carolina (Columbia) page 2 of 4**

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	
C28-26	#	21	2	1	36	1	3	64	1.0	64.0	4.9	NO	7.8	3.3	1	1	1	5	1		9	YES	87.9%	31.9%
	%	32.8	3.1	1.6	56.3	1.6	4.7	100.0							11.1	11.1	11.1	55.6	11.1		100.0			
C28-29	#	123	6	16	116	8	14	283	2.7	44.7	5.0	0.6	3.7	2.2	28	1	4	20	4	7	64	78.5%	91.7%	56.5%
	%	43.5	2.1	5.7	41.0	2.8	4.9	100.0							43.8	1.6	6.3	31.3	6.3	10.9	100.0			
C29-27	#	58	15		25	5		103	5.6	25.3	1.4	NO	1.0	NO	15	3		6	2		26	YES	95.9%	YES
	%	56.3	14.6		24.3	4.9		100.0							57.7	11.5		23.1	7.7		100.0			
C29-30	#	56	2	4	44	2	6	114	3.1	39.5	5.1	1.3	0.9	3.3	10	1	2	11	1	1	26	56.6%	97.7%	34.4%
	%	49.1	1.8	3.5	38.6	1.8	5.3	100.0							38.5	3.8	7.7	42.3	3.8	3.8	100.0			
E2-2	#	113	4	1	87	8	3	216	5.5	31.0	7.8	3.6	NO	4.1	13	2		23		2	40	33.7%	YES	47.5%
	%	52.3	1.9	0.5	40.3	3.7	1.4	100.0							32.5	5.0		57.5		5.0	100.0			
E2-3	#	154	20	9	200	43	2	428	7.3	34.6	10.0	2.6	NO	NO	23	1	2	27	4		57	64.0%	YES	YES
	%	36.0	4.7	2.1	46.7	10.0	0.5	100.0							40.4	1.8	3.5	47.4	7.0		100.0			
E2-4	#	35	1	1	26	7		70	7.1	29.7	13.5	5.7	NO	3.5	7	1		5	1		14	20.1%	YES	74.1%
	%	50.0	1.4	1.4	37.1	10.0		100.0							50.0	7.1		35.7	7.1		100.0			
E2-5	#	22	3		156	40	3	224	6.5	50.5	11.7	5.2	NO	NO	3			28	6		37	20.6%	YES	YES
	%	9.8	1.3		69.6	17.9	1.3	100.0							8.1			75.7	16.2		100.0			
	#																							
	%																							

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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.

**University of South Carolina (Columbia) page 3 of 4**

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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		
E2-6	#	53	13	3	188	46	3	306	14.3	34.2	27.1	10.1	NO	12.1	10	4		41	8		63	29.7%	YES	55.5%	
	%	17.3	4.2	1.0	61.4	15.0	1.0	100.0							15.9	6.3		65.1	12.7		100.0				
E3-7	#	71	14	6	22	9	3	125	7.2	22.0	11.4	NO	4.4	4.2	20	6		2	2		30	YES	80.0%	63.2%	
	%	56.8	11.2	4.8	17.6	7.2	2.4	100.0							66.7	20.0		6.7	6.7		100.1				
E3-8	#	52	10	2	65	19	2	150	8.2	27.8	11.5	1.5	NO	NO	8	3	1	8	1		21	81.3%	YES	YES	
	%	34.7	6.7	1.3	43.3	12.7	1.3	100.0							38.1	14.3	4.8	38.1	4.8		100.1				
E3-9	#	5	1		23	6		35	7.7	29.3	32.3	4.8	NO	15.2	2			7			9	37.1%	YES	53.1%	
	%	14.3	2.9		65.7	17.1		100.0							22.2			77.8			100.0				
E4	#	19	12		7	3		41	24.5	7.9	4.3	NO	NO	NO	7	1		3	1		12	YES	YES	YES	
	%	46.3	29.3		17.1	7.3		100.0							58.3	8.3		25.0	8.3		99.9				
E5-11	#	22	6	1	238	86	8	361	3.6	54.3	16.8	1.9	NO	NO	6			55	18	4	83	46.2%	YES	YES	
	%	6.1	1.7	0.3	65.9	23.8	2.2	100.0							7.2			66.3	21.7	4.8	100.0				
E5-12	#	13	4		42	21	4	84	1.4	57.0	14.3	NO	7.0	NO	3	1		13	7		24	YES	87.7%	YES	
	%	15.5	4.8		50.0	25.0	4.8	100.0							12.5	4.2		54.2	29.2		100.1				
E6	#	21	15	1	133	93	5	268	2.8	59.2	18.2	NO	9.6	NO	5	6		32	28	3	74	YES	83.8%	YES	
	%	7.8	5.6	0.4	49.6	34.7	1.9	100.0							6.8	8.1		43.2	37.8	4.1	100.0				
	#																								
	%																								

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

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

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**University of South Carolina (Columbia) page 4 of 4**

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
E7-17	# 29	7	1	2			39	18.3	9.3	6.2	0.4*	4.2	6.2	6						6	98.1%	55.1%	0.0%
	% 74.4	17.9	2.6	5.1			100.0							100.0						100.0			
E7-18	# 99	46	1	6			152	17.6	6.0	7.3	NO	2.1	7.3	22	7		2	1		32	YES	65.8%	0.0%
	% 65.1	30.3	0.7	3.9			100.0							68.8	21.9		6.3	3.1		100.1			
E8	# 30	72	1	5	88		196	29.3	9.6	24.9	NO	7.0	NO	11	5		1	11	1	29	YES	26.6%	YES
	% 15.3	36.7	0.5	2.6	44.9		100.0							37.9	17.2		3.4	37.9	3.4	99.8			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**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 2004: 79.7 percent

Level of Goal Attainment for 2005: 73.1 percent

Level of Goal Attainment for 2006: 72.4 percent

## University of South Carolina (Regional Campuses) page 1 of 2

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C2	# 5			2			7	3.1	44.2	6.4	3.1 *	15.6	6.4 *								0.0% *	64.6%	0.0% *
	% 71.4			28.6			100.0																
C3	# 12		2	2			16	2.8	46.5	5.5	2.8 *	34.0	5.5 *				1			1	0.0% *	26.9%	0.0% *
	% 75.0		12.5	12.5			100.0										100.0			100.0			
C4	# 12	1	1	10		1	25	2.3	41.0	5.5	NO	1.0	5.5				1	1		2	YES	97.6% *	0.0%
	% 48.0	4.0	4.0	40.0		4.0	100.0										50.0	50.0		100.0			
C5	# 11	2	1	10	1	2	27	2.0	41.5	4.0	NO	4.5	0.3 *	3	1		6			10	YES	89.2%	92.6% *
	% 40.7	7.4	3.7	37.0	3.7	7.4	100.0							30.0	10.0		60.0			100.0			
C6	# 13	1	3	6		1	24	2.8	46.7	5.3	NO	21.7	5.3	6		2	1			9	YES	53.5%	0.0%
	% 54.2	4.2	12.5	25.0		4.2	100.0							66.7		22.2	11.1			100.0			
C8 and C9	# 8	5					13	2.2	55.2	3.6	NO	55.2	3.6 *	3			1			4	YES	0.0%	0.0% *
	% 61.5	38.5					100.0							75.0			25.0			100.0			
E2	# 16	6		32	3		57	6.8	32.2	17.9	NO	NO	12.6	5	1		5	2		13	YES	YES	29.4%
	% 28.1	10.5		56.1	5.3		100.0							38.5	7.7		38.5	15.4		100.0			
E3 and E5	# 5			20	2		27	1.9	55.0	18.5	1.9 *	NO	11.1	1			6			7	0.0% *	YES	40.0%
	% 18.5			74.1	7.4		100.0							14.3			85.7			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.

## University of South Carolina - Regional Campuses page 2 of 2

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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
E6	#			14	3		17	1.0	60.4	15.5	1.0	NO	NO								0.0%	YES	YES
	%			82.4	17.6		100.0																
E7	#	8	5				13	17.9	2.9	19.5	NO	2.9	19.5	3	1					4	YES	0.0%	0.0%
	%	61.5	38.5				100.0							75.0	25.0					100.0			
E8	#	4	7	2	10		23	26.9	22.0	13.7	NO	13.3	NO				1	3		4	YES	39.5%	YES
	%	17.4	30.4	8.7	43.5		100.0										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 2004: 83.7 percent

Level of Goal Attainment for 2005: 75.4 percent

Level of Goal Attainment for 2006: 69.3 percent



## University of South Carolina - Upstate page 1 of 2

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	#	13	4	1	9	1	28						*	1						1			*
	%	46.4	14.3	3.6	32.1	3.6	100.0	3.1	40.2	5.2	NO	8.1	1.6	100.0						100.0	YES	80.0%	68.7%
C3	#	19	1		15	2	38																
	%	50.0	2.6		39.5	5.3	100.0	2.6	48.1	5.1	NO	8.6	NO								YES	82.1%	YES
C4	#	13			17	2	32				*						2			2	*		
	%	40.6			53.1	6.3	100.0	2.8	46.2	5.4	2.8	NO	NO				100.0			100.0	0.0%	YES	YES
C5	#	20	2	6	24	4	59							4	1	4	10	1	1	21			
	%	33.9	3.4	10.2	40.7	6.8	100.0	2.7	46.1	5.4	NO	5.4	NO	19.0	4.8	19.0	47.6	4.8	4.8	100.0	YES	88.2%	YES
C6	#	20	2	6	24	4	59							4	1	4	10	1	1	21			
	%	33.9	3.4	10.2	40.7	6.8	100.0	3.0	43.9	5.4	NO	3.2	NO	19.0	4.8	19.0	47.6	4.8	4.8	100.0	YES	92.7%	YES
C8 and C9	#	17			38	5	62							5			10	1	1	17			
	%	27.4			61.3	8.1	100.0	3.7	41.6	2.0	3.7	NO	NO	29.4			58.8	5.9	5.9	100.0	0.0%	YES	YES
E2	#	23		1	56	9	90							3			11	1		15			
	%	25.6		1.1	62.2	10.0	100.0	4.1	48.9	8.1	4.1	NO	NO	20.0			73.3	6.7		100.0	0.0%	YES	YES
E3	#	7	1		5	3	16							4			1			5			
	%	43.8	6.3		31.3	18.8	100.0	3.2	29.0	3.1	NO	NO	NO	80.0			20.0			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.

## University of South Carolina - Upstate page 2 of 2

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 5	2		1			8	16.7	9.4	5.1	NO	NO	5.1								YES	YES	0.0%
	% 62.5	25.0	0.0	12.5	0.0	0.0	100.0																
E5	# 3			32	6	1	42	2.2	64.2	11.3	2.2	NO	NO	1			6	1		8	0.0%	YES	YES
	% 7.1	0.0	0.0	76.2	14.3	2.4	100.0							12.5			75.0	12.5		100.0			
E6	# 2			17	2		21	1.8	67.4	10.0	1.8	NO	0.5	1			3			4	0.0%	YES	95.2%
	% 9.5	0.0	0.0	81.0	9.5	0.0	100.0							25.0			75.0			100.0			
E7	# 12	1					13	9.3	8.5	4.0	1.6	8.5	4.0								82.7%	0.0%	0.0%
	% 92.3	7.7	0.0	0.0	0.0	0.0	100.0																
E8	# 14	4	2	7	1		28	17.8	20.4	13.5	3.5	NO	9.9	3		1	2			6	80.3%	YES	26.5%
	% 50.0	14.3	7.1	25.0	3.6	0.0	100.0							50.0		16.7	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 2004: 87.3 percent

Level of Goal Attainment for 2005: 84.4 percent

Level of Goal Attainment for 2006: 91.4 percent

## Vocational Rehabilitation, Department of

Agency Director: Larry C. Bryant

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 10	1		7	3		21	4.4	26.5	5.2	NO	NO	NO	2			1			3	YES	YES	YES
	% 47.6	4.8		33.3	14.3		100.0							66.7			33.3			100.0			
E2	# 191	49	2	290	131	9	672	9.7	39.1	21.2	2.4	NO	1.7	21	16		54	32		123	75.2%	YES	92.0%
	% 28.4	7.3	0.3	43.2	19.5	1.3	100.0							17.1	13.0		43.9	26.0		100.0			
E3	# 14	2		12	5	2	35	6.0	31.7	16.4	0.3	NO	2.1	14	2		12	5	2	35	95.2%*	YES	87.1%*
	% 40.0	5.7		34.3	14.3	5.7	100.0							40.0	5.7		34.3	14.3	5.7	100.0			
E5	# 17	7		93	27	1	145	2.5	58.6	14.6	NO	NO	NO	4	3		12	2	1	22	YES	YES	YES
	% 11.7	4.8		64.1	18.6	0.7	100.0							18.2	13.6		54.5	9.1	4.5	99.9			
E6	# 1	1		59	21	1	83	1.9	61.1	9.7	0.7	NO	NO				1	4		5	63.4%*	YES	YES
	% 1.2	1.2		71.1	25.3	1.2	100.0										20.0	80.0		100.0			
E7	# 19	9		1	1		30	13.1	2.8	1.6	NO	NO	NO	1	1					2	YES	YES	YES
	% 63.3	30.0		3.3	3.3		100.0							50.0	50.0					100.0			
E8	# 1	3		6	6		16	16.0	17.8	26.4	NO	NO	NO		1		1			2	YES	YES	YES
	% 6.3	18.8		37.5	37.5		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 2004: 92.5 percent

Level of Goal Attainment for 2005: 95.0 percent

Level of Goal Attainment for 2006: 95.8 percent

## Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Gloria L. Woodward

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2006							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							% OF Goals Met Based on Adjusted Availability				
																								WM	BM
E1	#	1			2	1		4	5.6	33.2	8.1	5.6	NO	NO	1							1	0.0%	YES	YES
	%	25.0			50.0	25.0		100.0																	
E2	#	6	7		14	3		30	4.2	31.4	10.0	NO	NO	0.0	4			1				5	YES	YES	YES
	%	20.0	23.3		46.7	10.0		100.0																	
E3 and E5	#	1	1		2	1		5	13.8	28.6	24.1	NO	NO	4.1									YES	YES	83.0%
	%	20.0	20.0		40.0	20.0		100.0																	
E6	#				4	1		5	0.2	69.7	17.6	0.2	NO	NO									0.0%	YES	YES
	%				80.0	20.0		100.0																	
E7	#	4	3			1		8	21.2	5.9	5.0	NO	5.9	NO									YES	0.0%	YES
	%	50.0	37.5			12.5		100.0																	
E8	#	1	2		2	3		8	22.6	10.5	20.7	NO	NO	NO		1		2				3	YES	YES	YES
	%	12.5	25.0		25.0	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 2004: 91.7 percent

Level of Goal Attainment for 2005: 89.6 percent

Level of Goal Attainment for 2006: 98.9 percent

## Winthrop University (page 1 of 2)

Agency Director: Dr. Anthony DiGiorgio, President

EEO Officer: Cheryl Southworth

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	#	27			21	1		49						3			1			4			
	%	55.1			42.9	2.0		100.0	1.9	42.6	5.3	1.9	NO	3.3	75.0			25.0		100.0	0.0%	YES	38.5%
C3	#	31	4	3	16	1	1	56						2	1	1			1	5			
	%	55.4	7.1	5.4	28.6	1.8	1.8	100.0	4.1	25.0	1.0	NO	NO	NO	40.0	20.0	20.0			20.0	100.0	YES	YES
C4	#	43		3	34	1	1	82						5			4			9			
	%	52.4		3.7	41.5	1.2	1.2	100.0	1.8	39.0	3.2	1.8	NO	2.0	55.6			44.4		100.0	0.0%	YES	38.1%
C5	#	29	4	4	48	5	2	92						5			13	1	1	20			
	%	31.5	4.3	4.3	52.2	5.4	2.2	100.0	2.6	47.8	4.7	NO	NO	NO	25.0			65.0	5.0	5.0	100.0	YES	YES
C6 and C7	#	7			26	1	3	37						2			6		1	9			
	%	18.9			70.3	2.7	8.1	100.0	2.5	48.6	6.9	2.5	NO	4.2	22.2			66.7		11.1	100.0	0.0%	YES
C8 and C9	#	26	3	1	28	4	2	64						6	1		8	2		17			
	%	40.6	4.7	1.6	43.8	6.3	3.1	100.0	4.5	33.6	3.1	NO	NO	NO	35.3	5.9		47.1	11.8		100.0	YES	YES
E1	#	5			1			6															
	%	83.3			16.7			100.0	2.7	43.8	13.7	2.7	27.1	13.7							0.0%	38.1%	0.0%
E2	#	25	6	1	69	18	2	121						3	3		14	5		25			
	%	20.7	5.0	0.8	57.0	14.9	1.7	100.0	4.0	43.9	12.1	NO	NO	NO	12.0	12.0		56.0	20.0		100.0	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.

## Winthrop University (page 2 of 2)

Agency Director: Dr. Anthony DiGiorgio, President

EEO Officer: Cheryl Southworth

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							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	# 16	4		17	2		39	5.2	26.3	10.6	NO	NO	5.5	2	1		7			10	YES	YES	48.4%
	% 41.0	10.3		43.6	5.1		100.0							20.0	10.0		70.0			100.0			
E4	# 10	2		1	2		15	15.4	1.1	4.3	2.1	NO	NO		1		1			2	86.6%	YES	YES
	% 66.7	13.3		6.7	13.3		100.0								50.0		50.0			100.0			
E5	# 3	1		14	8		26	1.9	56.5	14.3	NO	2.7	NO				2	2		4	YES	95.3%	YES
	% 11.5	3.8		53.8	30.8		100.0										50.0	50.0		100.0			
E6	# 70			22	1		93	5.8	59.6	12.0	5.8	NO	NO				7	4		11	0.0%	YES	YES
	%			75.3	23.7	1.1	100.0										63.6	36.4		100.0			
E7	# 28	6		4			38	26.7	3.7	0.8				1	1					2			
	% 73.7	15.8		10.5			100.0				10.9	NO	0.8	50.0	50.0					100.0	59.1%	YES	0.0%
E8	# 22	14	1	8	36	2	83	19.4	12.6	17.6	2.5	3.0	NO	4						6	86.9%	76.5%	YES
	% 26.5	16.9	1.2	9.6	43.4	2.4	100.0							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 2004: 80.5 percent

Level of Goal Attainment for 2005: 82.0 percent

Level of Goal Attainment for 2006: 84.0 percent

## Worker's Compensation Commission

Agency Director: Gary R. Thibault

EEO Officer: Janice Sanders Sutton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2006							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2005 - 09/30/2006							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	1		3	1		6	4.3	28.5	5.4	NO	NO	NO	1						1	YES	YES	YES
	% 16.7	16.7		50.0	16.7		100.0							100.0						100.0			
E2	# 5	2		19	9		35	6.3	40.3	15.0	0.6	NO	NO	1			4	1		6	90.7%*	YES	YES
	% 14.3	5.7		54.3	25.7		100.0							16.7			66.7	16.7		100.1			
E5	#			5			5	0.2	69.7	17.6	0.2	NO	17.6				4			4	0.0%*	YES	0.0%*
	%			100.0			100.0										100.0			100.0			
E6	#			5	3		8	5.6	55.0	20.3	5.6	NO	NO				1			1	0.0%*	YES	YES
	%			62.5	37.5		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 2004: 94.7 percent

Level of Goal Attainment for 2005: 97.7 percent

Level of Goal Attainment for 2006: 99.0 percent

# SECTION VII



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