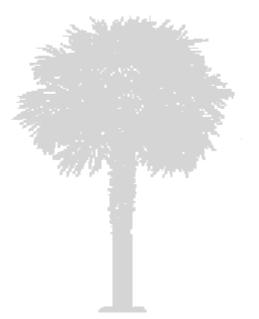
THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN SOUTH CAROLINA STATE GOVERNMENT



FEBRUARY 1, 2013

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

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MEMORANDUM

TO:The Honorable Nikki HaleyThe Honorable Glenn McConnellThe Honorable Bobby HarrellGovernor of the State of South CarolinaLieutenant Governor of South CarolinaSpeaker of the House

FROM: Raymond Buxton II, Commissioner

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

DATE: February 1, 2013

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

The Human Affairs Commission is charged with monitoring state agency compliance with the above law.

In keeping with these requirements, it is my pleasure to present to you the <u>2013 Report to the General Assembly</u> that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

As the largest employer in the state, our government should lead the way in creating a diverse and a just workplace.

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

If you have questions about our report or need additional information, please contact me.

Copy: Legislative Printing and Information Technology Resources; Agency Heads

Acknowledgement:

A special thanks to Mary Dunlap Snead for her exceptional years of dedication and service to the South Carolina Human Affairs Commission and for her contributions to the content and development of the "Annual *Report to the General Assembly*".

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SECTION I

INTRODUCTION

This report covers the period of October 1st, 2011 through September 30th, 2012 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

What is Affirmative Action?

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

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

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

Exempt Agencies:

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

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

Affirmative Action Plan Components

An Affirmative Action Plan (AAP) is a written document outlining the positive steps an agency will take to achieve equal employment opportunity for all race/sex groups in its workforce based on the availability of *qualified* individuals. Each plan approved by the Commission was constructed according to standards contained in <u>The Blueprint</u>, 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 <u>qualified</u> 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 17-23 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 Agriculture, Department of Aiken Technical College Alcohol and Other Drug Abuse Services Archives and History, Department of Arts Commission *Attorney General's Office Auditor's Office, State Blind, Commission for the Budget & Control Board Central Carolina Technical College Citadel. The **Clemson University** Coastal Carolina University College of Charleston Commerce, Department of Comptroller General's Office Consumer Affairs, Office of Corrections, Department of Deaf and Blind. School for the Denmark Technical College Disabilities and Special Needs, Department of Education, Department of Education, South Carolina Lottery **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: Executive Policy 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 **Indigent Defense** Insurance, Department of John de la Howe School Juvenile Justice, Department of Labor Licensing and Regulation, Department of Law Enforcement Division, State Library, State Lieutenant Governor's Office Low Country, Technical College of the Medical University Hospital Medical University of South Carolina Mental Health, Department of Midlands Technical College Motor Vehicles, Department of Museum Commission Natural Resources, Department of Northeastern Technical College Office of Regulatory Staff Orangeburg-Calhoun Technical College Parks, Recreation and Tourism, Department of Patriot's Point Piedmont Technical College Ports Authority, State Probation, Pardon and Parole, Department of Public Safety, Department of Public Service Commission Revenue, Department of Santee Cooper *Second Injury Fund, South Carolina

Secretary of State Social Services, Department of South Carolina State University Spartanburg Community College Technical and Comprehensive Education, State Board of Transportation, Department of Treasurer's Office, South Carolina State Tri-County Technical College Trident Technical College University of South Carolina Vocational Rehabilitation, Department of Wil Lou Gray Opportunity School Williamsburg Technical College Winthrop University Workers' Compensation Commission York Technical College

AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS

Attorney General's Office State Housing, Finance and Development Authority Second Injury Fund, State

SECTION II

Report Summary

This report includes employment data by race, gender, and level of employment on 85 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC, but should have non-discrimination policies and procedures.

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

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

State government has implemented the South Carolina Enterprise Information System (SCEIS). At this time all of the state agencies monitored by SHAC are not operating online with the new system. As a result, the Budget and Control Board was not able to produce the reports on the race/sex composition of our state employee workforce used in previous reports. The reports and charts usually included in this report that were used to analyze state government's workforce as a whole are not included.

All of, the information required by state Proviso 89.14 of the State Appropriations Act on the progress each state agency has made towards meeting their affirmative action goals to achieve an equal opportunity environment is included. SHAC requires all agencies to send current employment data to us for analysis. The results are included in Section III.

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred. Of the 85 agencies (including colleges and universities) 78 or 91.8 percent achieved at least a level of 70 percent of their goals with five agencies reaching 100 percent of their goals. On the other hand, over 58.8 percent, or 50 agencies, showed a decline in their goal achievement compared to the previous year. This could be an indication that budget and staff reductions are having a negative impact on our state's progress towards an equal employment environment.

We have listed what SHAC refers to as *State Governments Top Ten* list. The Top ten had the highest goal attainment for this reporting period and includes five agencies that achieved 100 percent of their goals. Unfortunately, all agencies are not making progress and we have also included those agencies that failed to achieve at least 70 percent of their goals. (*See following chart for rankings*)

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

Report Highlights

- During this reporting period, there were 58,277 women and men employed by the state government 43.8 percent were men and 56.2 percent were women. 63.6 percent were White; 32.8 percent were Black or African American, and 3.6 percent reported races/ethnic origins other than White or Black.
- State government has twenty six agencies achieving over 90 percent of their goals with five agencies achieving 100 percent of their goals. This is an increase from last year's report with only four agencies achieving 100 percent of their goals.
- State government does still have seven agencies failing to achieve at least 70 percent of their goals: Auditor's Office, State (69.1%), Patriot's Point (68.1%), State Ports Authority (68.1%), Parks, Recreation & Tourism. Dept. of (65.3%), Lander University (63.8%), Indigent Defense (63.1%) and The Citadel (62.2%).

SECTION III

STATUS OF AFFIRMATIVE ACTION PROGRAMS

State Agency ranking by Level of Goal Attainment

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

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

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

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

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

LEVEL OF GOAL ATTAINMENT CALCULATION METHOD:

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

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

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

This is the percentage of goals achieved.

STATE GOVERNMENT'S TOP & BELOW 70%													
	(TOP TEN)		Chart A (Page 1	of 1) (Achieving less thar	n 70%)								
ANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT								
1	Arts Commission	100.0	68	Auditor's Office, State	69.1								
1	Commerce, Department of	100.0	69	Patriot's Point	68.1								
1	Lieutenant Governor's Office	100.0	69	Ports Authority, State	68.1								
1	Museum Commission	100.0	70	Parks, Recreation & Tourism, Dept. of	65.3								
1	Workers' Compensation	100.0	71	Lander University	63.8								
2	Trident Technical College	99.9	72	Indigent Defense	63.1								
3	Santee Cooper	99.2	73	Citadel, The	62.2								
4	Educational Television Commission	97.8											
5	Library, State	97.7											
6	Election Commission, State	97.1											
7	Secretary of State	96.6											
8	Greenville Technical College	95.7											
9	Comptroller General's Office	94.5											
10	Revenue, Department of	92.9											

PERCENTAGE LEVEL OF GOAL ATTAINMENT														
	Listed by Highest to Lowest													
		Chart	B (Page 1 of 2)											
RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT									
1	Arts Commmission	100.0	26	Orangeburg-Calhoun Technical College	88.2									
1	Commerce, Department of	100.0	27	Clemson University	87.9									
1	Lieutenant Governor's Office	100.0	28	Budget & Control Board	87.7									
1	Museum Commission	100.0	29	Transportation, Department of	87.5									
1	Workers' Compensation	100.0	30	Piedmont Technical College	87.3									
2	Trident Technical College	99.9	31	Williamburg Technical College	86.9									
3	Santee Cooper	99.2	32	Technical College of the Low Country	86.8									
4	Educational Television Commission	97.8	33	Vocational Rehabilitation, Department of	86.6									
5	Library, State	97.7	34	Central Carolina Technical College	86.5									
6	Election Commission, State	97.1	35	Health and Environmental Control	86.4									
7	Secretary of State	96.6	36	Blind, Commission for the	86.3									
8	Greenville Technical College	95.7	36	Natural Resources, Department of	86.3									
9	Comptroller General's Office	94.5	37	Winthrop University	86.2									
10	Revenue, Department of	92.9	38	Agriculture, Department of	85.7									
11	York Technical College	92.8	38	Higher Education, Commission on	85.7									
12	Insurance, Department of	92.5	39	Juvenile Justice, Department of	85.5									
13	Consumer Affairs, Office of	92.0	40	Deaf and Blind, School of	84.9									
14	Social Services, Department of	91.6	41	Governor's Office Excutive Policy	84.7									
15	Motor Venicles, Department of	91.1	42	Mental Health, Department of	84.3									
16	Aiken Techncial College	90.7	43	Horry-Georgetown Technical College	84.0									
17	Educational Lottery, South Carolina	90.4	44	Tresurer's Office, State	83.6									
17	Spartanburg Community College	90.4	45	Governor's School for Arts & Humanities	83.3									
18	Archives and History, Department of	90.2	46	Accident Fund, State	82.9									
18	Technical and Comprehensive	90.2	47	Coastal Carolina University	82.6									
19	Tri-County Technical College	90.1	48	Education, Department of	82.5									
20	Financial Institutions, SC Board of	90.0	49	Denmark Technical College	82.4									
21	Midlands Techncial College	89.9	50	Florence-Darlington Technical College	82.3									
22	Health and Human Services, Department	89.7	51	University of South Carolina	82.1									
23	Employment and Workforce	89.1	52	Alcohol and other Drug Abuse Services	82.0									
24	Medical University Hospital	89.0	52	Northeastern Technical College	82.0									
25	Corrections, Department of	88.4	53	Medical University of South Carolina	80.8									

PERCENTAGE LEVEL OF GOAL ATTAINMENT Listed by Highest to Lowest Chart B (Page 2 of 2)													
RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT								
54	Probation, Pardon and Parole Department	80.2		*Attorney General's Office	Exempt								
55	Francis Marion University	80.1		*Housing, Finance and Development	Exempt								
56	Governor's School for Science & Math	80.0		*Second Injury Fund	Exempt								
57	Law Enforcement Division, State	79.8											
58	Labor, Licensing and Reguation, Dept	79.6											
59	Public Safety, Department of	79.1											
60	Criminal Justice, Academy	78.7											
61	Disabilities & Special Needs, Dept. of	78.3											
62	Office of Regulatory Staff	76.3											
63	Public Service Commission	75.3											
64	College of Charleston	74.0											
64	Forestry Commission	74.0											
64	John de la Howe School	74.0											
65	Wil Lou Gray Opportunity School	71.5											
66	Adjuntant General's Office	70.7											
67	South Carolina State University	70.2											
68	Auditor's Office, State	69.1											
69	Patriot's Point	68.1											
69	Ports Authority, State	68.1											
70	Parks, Recreation & Tourism, Dept. of	65.3											
71	Lander University	63.8											
72	Indigent Defense	63.1											
73	Citadel, The	62.2											

PERCENTAGE LEVEL OF GOAL ATTAINMENT Alphabetical Order												
			hart C (Page 1 of 2)									
RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT							
46	Accident Fund, State	82.9	55	Francis Marion University	80.1							
66	Adjuntant General's Office	70.7	41	Governor's Office Excutive Policy	84.7							
38	Agriculture, Department of	85.7	56	Governor's School for Science & Math	88.3							
16	Aiken Techncial College	90.7	45	Governor's School for Arts & Humanities	83.3							
52	Alcohol and other Drug Abuse Services	82.0	8	Greenville Technical College	95.7							
18	Archives and History, Department of	90.2	35	Health and Environmental Control	86.4							
1	Arts Commmission	100.0	22	Health and Human Services, Department	89.7							
68	Auditor's Office, State	69.1	38	Higher Education, Commission on	85.7							
36	Blind, Commission for the	86.3	43	Horry-Georgetown Technical College	84.0							
28	Budget & Control Board	87.7	72	Indigent Defense	63.1							
34	Central Carolina Technical College	86.5	12	Insurance, Department of	92.5							
73	Citadel, The	62.2	64	John de la Howe School	74.0							
27	Clemson University	87.9	39	Juvenile Justice, Department of	85.5							
47	Coastal Carolina University	82.6	58	Labor, Licensing and Reguation, Dept	79.6							
64	College of Charleston	74.0	71	Lander University	63.8							
1	Commerce, Department of	100.0	57	Law Enforcement Division, State	79.8							
9	Comptroller General's Office	94.5	5	Library, State	97.7							
13	Consumer Affairs, Office of	92.0	1	Lieutenant Governor's Office	100.0							
25	Corrections, Department of	88.4	24	Medical University Hospital	89.0							
60	Criminal Justice, Academy	78.7	53	Medical University of South Carolina	80.8							
40	Deaf and Blind, School of	84.9	42	Mental Health, Department of	84.3							
49	Denmark Technical College	82.4	21	Midlands Techncial College	89.9							
61	Disabilities & Special Needs, Dept. of	78.3	15	Motor Venicles, Department of	91.1							
48	Education, Department of	82.5	1	Museum Commission	100.0							
17	Education Lottery, South Carolina	90.4	36	Natural Resources, Department of	86.3							
4	Educational Television Commission	97.8	52	Northeastern Technical College	82.0							
6	Election Commission, State	97.1	26	Orangeburg-Calhoun Technical College	88.2							
23	Employment and Workforce	89.1	70	Parks, Recreation & Tourism, Dept. of	65.3							
20	Financial Institutions, SC Board of	90.0	69	Patriot's Point	68.1							
50	Florence-Darlington Technical College	82.3	30	Piedmont Technical College	87.3							
64	Forestry Commission	74.0	69	Ports Authority, State	68.1							

PERCENTAGE LEVEL OF GOAL ATTAINMENT Alphabetical Order Chart C (Page 2 of 2)													
RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT								
54	Probation, Pardon and Parole Department	80.2		*Attorney General's Office	Exempt								
59	Public Safety, Department of	79.1		*Housing, Finance and Development	Exempt								
63	Public Service Commission	75.3		*Second Injury Fund	Exempt								
62	Regulatory Staff, Office of	76.3											
10	Revenue, Department of	92.9											
3	Santee Cooper	99.2											
7	Secretary of State	96.6											
14	Social Services, Department of	91.6											
67	South Carolina State University	70.2											
17	Spartanburg Community College	90.4											
32	Technical College of the Low Country	86.8											
18	Technical and Comprehensive	90.2											
29	Transportation, Department of	87.5											
44	Tresurer's Office, State	83.6											
19	Tri-County Technical College	90.1											
2	Trident Technical College	99.9											
51	University of South Carolina	82.1											
33	Vocational Rehabilitation, Department of	86.6											
31	Williamburg Technical College	86.9											
65	Wil Lou Gray Opportunity School	71.5											
37	Winthrop University	86.2											
1	Workers' Compensation	100.0											
11	York Technical College	92.8											
	J												

		CHART D									
Percentage Level of Goal A Ranked from Highest to Among Four-Year Colleges and	Lowest	Percentage Level of Goal Attai Ranked from Highest to Low Among Technical Colleges	vest								
RANKING AGENCY	PERCENT	RANKING AGENCY	PERCENT								
RANKINGAGENCY1CLEMSON UNIVERSITY2WINTHROP UNIVERSITY3COASTAL CAROLINA UNIVERSITY4UNIVERSITY OF SOUTH CAROLINA5MEDICAL UNIVERSITY OF SOUTH CAROLINA6FRANCIS MARION UNIVERSITY7COLLEGE OF CHARLESTON8SOUTH CAROLINA STATE UNIVERSITY9LANDER UNIVERSITY10CITADEL, THE	87.9 86.2 82.6 82.1 OLINA 80.8 80.1 74.0	RANKING AGENCY 1 TRIDENT TECHNICAL COLLEGE 2 GREENVILLE TECHNICAL COLLEGE 3 YORK TECHNICAL COLLEGE 4 AIKEN TECHNICAL COLLEGE 5 SPARTANBURG COMMUNITY COLLEGE 6 TECHNICAL AND COMPREHENSIVE EDUCATION, STATE 7 TRI-COUNTY TECHNICAL COLLEGE 8 MIDLANDS TECHNICAL COLLEGE 9 ORANGEBURG-CALHOUN TECHNICAL COLLEGE 10 PIEDMONT TECHNICAL COLLEGE 11 WILLIAMSBURG TECHNICAL COLLEGE 11 WILLIAMSBURG TECHNICAL COLLEGE 12 LOW COUNTRY, TECHNICAL COLLEGE 12 LOW COUNTRY, TECHNICAL COLLEGE 13 CENTRAL CAROLINA TECHNICAL COLLEGE 14 HORRY-GEORGETOWN TECHNICAL COLLEGE 15 DENMARK TECHNICAL COLLEGE 16 FLORENCE-DARLINGTON TECHNICAL COLLEGE 16 FLORENCE-DARLINGTON TECHNICAL COLLEGE 17 NORTHEASTERN TECHNICAL COLLEGE	99.9 95.7 92.8 90.7 90.4								

SECTION IV

Explanation of Agency Charts

Pages 24 through 126 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2011 through September 30, 2012). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

Column One: Equal Employment Opportunity (EEO) Category Codes

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

E1) Executives:

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

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

E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors:*

- C4) Associate Professors:*
- C5) Assistant Professors:*
- C6) Instructors:*
- C7) Lecturers:*

*C3 through C7 includes all unclassified employees whose specific purpose is to provide instruction, research, or public service as a principal activity (or activities), and who hold academic titles of professors, associate professors, assistant professors,

instructors, lecturers or the equivalent of any one of these academic ranks. Included in this category are deans and executive officers of academic departments (chairperson, head or the equivalent) if their principal activity is instructional. Student teachers and research assistants are not included.

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

Column Two: Workforce Totals

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2012. For purposes of the report, the following race/sex categories are used:

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

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

Column Three: Adjusted Availability

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

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

Column Four: Underutilization

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

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

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

Column Five: New Hires and Promotions 10/01/11 – 09/30/12

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2011 and September 30, 2012. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

Column Six: Goals Met

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

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

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

SECTION V

	State Accident Fund Agency Director: Richard H. Gilbert, Jr. CPA EEO Officer: Gerald Murphy																						
1 EEO CATEGORY		ACTUA	IL WORK	FORCE	ON 09/30	/2012	2		Adjusteo vailability	d y%	3		4	ŀ			ND PROM /2011 - 09			5	6 % OF Goals Met Based on Adjusted Availability		
E1	WM # 7 % 70.0	BM	OM	WF 2 20.0	BF 1 10.0	OF	TOTAL 10 100.0	<u>вм</u> 5.6	WF 26.8	BF 6.2	ВМ * 5.6	WF * 6.8	BF NO	WM	BM	OM	WF	BF	OF	TOTAL	BM 0.0%	WF * 74.6%	BF YES
E2	# 6 % 17.6			19 55.9	8 23.5	1 2.9	34 100.0	4.1	39.7	16.1	4.1	NO	NO	1 10.0			6 60.0	1 10.0	2 20.0	10 100.0	0.0%	YES	YES
E3	# <u>2</u> % <u>33.3</u>	1 16.7		2 33.3	1 16.7		6 100.0	10.7	21.1	5.7	NO	NO	NO	1 33.3			1 33.3	1 33.3		3 100.0	YES	YES	YES
E5 and E6	# % #			3 25.0	7 58.3	2 16.7	12 100.0	4.5	46.1	16.2	4.5	21.1	NO								0.0%	54.2%	YES
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NOTE: LEGENI	D: WM = \ WF = \ If an a Colum	White Ma White Fe gency I nn # 4.	ale male is not e	BM = B BF = Bl mployi	lack Ma lack Fen ing any	le (nale (/ race/s	OM = Oth OF = Oth ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale F rate e	T = To # = Ni equal te	tal umber	w the abo % = Perce <i>justed A</i> n	entage				derutiliz	zation i	s notec	t in			
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1 EEO CATEGORY		ACTU	AL WORK	FORCE	ON 09/30/	2012	2		Adjuste Vailabilit	y%		DERUTILIZ	ATION	4			ND PROM /2011 - 09/			5	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	# <u>9</u> %90.0	1 10.0					10 100.0	3.8	31.3	5.3	NO	31.3	5.3	4 100.0						4 100.0	YES	0.0%	0.0%
	# 30	8		15	3	1	57			<u>.</u>	NO	51.5	5.5	11	1	1	4	1		17	120	0.070	0.070
E2	% 52.6	14.0		26.3	5.3	1.8	100.0	6.5	34.8	11.4	NO	8.5	6.1	64.7	5.9		23.5	5.9		100.0	YES	75.6%	46.5%
E3	# 4			2			6	4.0	34.1	16.0	*	*	*								t.		۲
20	% 66.7			33.3			100.0	1.0	01.1	10.0	4.0	0.8	16.0								0.0%	97.7%	0.0%
E4	# <u>5</u> % 62.5	3 37.5					8 100.0	16.0	6.2	3.8	NO	6.2	3.8								YES	0.0%	• 0.0%
	% 62.5 # 1	37.5	8				100.0				NU	0.Z	3.8								TES	0.0%	0.0%
E5 and E6	^{<i>n</i>} 10.0	10.0	80.0				100.0	1.2	61.2	11.9	NO	61.2	11.9								YES	0.0%	0.0%
E7	# 9	2					11	17 0	3.8	1.6		*	* *										*
El	% 81.8	18.2					100.0	17.0	3.0	1.0	NO	3.8	1.6								YES	0.0%	0.0%
E8	# 1			1	1		3	18.1	15.8	23.5	*										,	r	
20	% 33.3			33.3	33.3		100.0			2010	18.1	NO	NO								0.0%	YES	YES
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E1	WM # 2 % 40.0	BM	OM	WF 1 20.0	BF 2 40.0	OF	TOTAL 5 100.0	<u>вм</u> 5.5	WF 35.6	вғ 7.1	вм 5.5	WF * 15.6	BF NO	WM	BM	OM	WF	BF	OF	TOTAL	BM * 0.0%	WF * 56.2%	BF YES
E2	# <u>18</u> % <u>46.2</u>	3 7.7	1 2.6	13 33.3	4 10.3		39 100.0	7.5	35.7	16.8	NO	2.4	6.5			1 25.0	3 75.0			4 100.0	YES	93.3%	61.3%
E3 and E5	# <u>32</u> % 54.2 #	3 5.1		18 30.5 3	6 10.2 1	1	59 100.0 5	6.8	32.0		1.7	1.5	11.1	4 50.0	1 12.5		2 25.0 1	1 12.5		8 100.0 1	75.0%	95.3%	47.9%
E6 E7 and E8	" % # 2	3		60.0	20.0	20.0	100.0 6	0.8	57.8 10.0		0.8	NO *	NO				100.0			100.0	0.0%	YES *	YES
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NOTE: LEGEN	# MOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed. LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage WF = White Female BF = Black Female OF = Other Female # = Number If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4. *No goal established because the underutilization is less than one whole person.																						
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E2	# 6 % 24.0	2 8.0		9 36.0	8 32.0		25 100.0	4.8	39.1	14.5	NO	3.1	NO				2 66.7	1 33.3		3 100.0	YES	* 92.1%	YES
E3	# 1 % 50.0 #				1 50.0		2 100.0	4.4	25.3	0.8	4.4	25.3	NO								0.0%	0.0%	YES
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E2	# <u>14</u> % 66.7			5 23.8	2 9.5		21 100.0	3.6	39.1	6.4	3.6	15.3	NO	1 100.0						1 100.0	* 0.0%	60.9%	YES
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1 EEO CATEGORY			AL WORK				2	(Qual	Adjusted Availability ified Labo	3 d y% or Pool)	3 UN	IDERUTILIZ	4 ATION			10/01	/2011 - 09			5		Availability	6 on Adjusted
E1	# 1 % 100.0	BM)	OM	WF	BF	OF	100.0	BM 4.1	WF 32.8	BF 6.2	BM 4.1	WF * 32.8	BF *	WM	BM	OM	WF	BF	OF	TOTAL	BM * 0.0%	WF * 0.0%	BF *
E2	# 1 % 9.1			8 72.7	2 18.2		11 100.0	5.1	40.0	11.8	5.1	* NO	NO								0.0%	YES	YES
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1 EEO CATEGORY			AL WORK				2	(Qual	Adjusted Availability ified Labo	3 d y% or Pool)	UN	DERUTILIZ	4 ATION			10/01	ND PROM /2011 - 09	/30/2012		5		Availability	6 on Adjusted
E1	WM # 7 % 58.3	BM	ом 1 8.3	WF 3 25.0	BF	OF 1 8.3	TOTAL 12 100.0	<u>вм</u> 5.1	WF 36.9	BF 15.8	вм 5.1	WF 11.9	BF 15.8	WM 6 50.0	BM	OM	WF 5 41.7	BF 1 8.3	OF	12 100.0	BM * 0.0%	WF 67.8%	BF 0.0%
E2	# <u>10</u> % 47.6			9 42.9	2 9.5		21 100.0	4.4	41.3	19.8	4.4	* NO	10.3								0.0%	YES	48.0%
E5 and E6	# %			2 66.7	1 33.3		3 100.0	6.0	67.5	4.5	6.0	• • •	NO					1 100.0		1 100.0	* 0.0%	* 98.8%	YES
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	L	evel of evel of evel of	Goal At	tainmer	nt for 20)11:	83.7 pe 71.5 pe 69.1 pe	ercent															

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1 EEO CATEGORY			AL WORK	FORCE	ON 09/30	/2012	2		Adjuste vailabilit	d y% or Pool)	B UN	DERUTILIZ	4 ATION	ŀ			ND PRON /2011 - 09			5		als Met Basec Availability	
E1	WM # 2 % 25.0	BM 2 25.0	ОМ 1 12.5	WF 1 12.5	BF 2 25.0	OF	TOTAL 8 100.0	вм 5.6	WF 28.1	BF 8.0	BM NO	WF 15.6	BF NO	WM	BM	OM	WF	BF	OF	TOTAL	BM YES	WF 44.5%	BF
E2	# 4 % 6.3	8 12.7	1 1.6	20 31.7	30 47.6		63 100.0	8.6	37.2	20.7	NO	5.5	NO				2 25.0	6 75.0		8 100.0	YES	85.2%	YES
E3 and E5	# 4 % 19.0 # 3	1 4.8		6 28.6	10 47.6		21 100.0 3	2.7			NO	32.6	NO *	2 66.7			1 33.3			3 100.0	YES	46.7%	YES *
E7	% <u>100.0</u> #						100.0	7.2	16.7	9.0	7.2	16.7	9.0								0.0%	0.0%	0.0%
	% #																						
	#%																				-		
	# %																						
	# %																				_		
NOTE: LEGEN	D: WM = V WF = V If an a Colun	White Ma White Fe gency nn # 4.	ale emale is not e	BM = B BF = B employ	lack Ma lack Fer <i>ing any</i>	le (nale / race/s	OM = Oth OF = Oth S ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale n <i>rate e</i>	T = To # = Nu equal to	tal umber	w the abo % = Perce <i>ljusted A</i> n.	entage				derutiliz	zation i	s notec	1 in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20)11:	87.6 pe 86.5 pe 86.3 pe	ercent															

									Ag	ency [Director	Contro Marcia Belinda (S. Adam										
1 EEO CATEGORY		ACTUA	L WORK	FORCE	ON 09/30/	2012	2		Adjuste vailabilit		_	DERUTILIZ	ATION	4			ND PROM /2011 - 09/			5	% OF Goa	als Met Base Availabilit	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>13</u> % 56.5	3 13.0		6 26.1	1 4.3		23 100.0	7.0	17.4	2.2	NO	NO	NO				1 100.0			1 100.0	YES	YES	YES
E2A	# 37	2		20	1		60	4.6	26.9	5.2		ŧ		5			3			8	ť	ŧ	
	% 61.7	3.3	_	33.3	1.7		100.0				1.3	NO	3.5	62.5			37.5			100.0	71.7%	YES	32.7%
E2B	# 82 % 53.9	8 5.3	2 1.3	49 32.2	11 7.2		152 100.0	4.7	29.3	6.2	NO	NO	NO	17 54.8	1 3.2	1 3.2	9 29.0	1 3.2	2 6.5	31 100.0	YES	YES	YES
	# 55	8	1.5	34	10	1	100.0			-	NO	NO	NO	1	2	1	5	5	0.5	14	TES	TEO	TES
E2C	% 50.5	7.3	0.9	31.2	9.2	0.9	100.0	5.3	32.6	8.6	NO	1.4	NO	7.1	14.3	7.1	35.7	35.7		100.0	YES	95.7%	YES
E2D	# 16	4	1	38	13		72	4.6	43.2	11.2				6	1		12	6	3	28			
EZD	% 22.2	5.6	1.4	52.8	18.1		100.0	4.0	43.Z	11.2	NO	NO	NO	21.4	3.6		42.9	21.4	10.7	100.0	YES	YES	YES
E3	# 56	10	4	18	16	5	109	8.0	23.5	6.9				7					1	8			
	% 51.4	9.2	3.7	16.5	14.7	4.6	100.0				NO	7.0	NO	87.5					12.5	100.0	YES	70.2%	YES
E5	# 1			24	10	1	36	1.6	67.5	11.7		. ,									,	•	
	% <u>2.8</u> #5	2	1	66.7 9	27.8 9	2.8	100.0				1.6	0.8	NO	2		1	1			4	0.0%	98.8%	YES
E6	# <u>5</u> % 18.5	3 11.1	3.7	9 33.3	9 33.3		27 100.0	5.1	53.6	12.8	NO	20.3	NO	2 50.0		25.0	25.0			4 100.0	YES	62.1%	YES
	# 50	19	5.7	1	55.5		70				NO	20.5	NO	3		1	23.0			4	TES	02.1%	TES
E7	% 71.4	27.1		1.4			100.0	18.8	2.6	1.7	NO	1.2	1.7	75.0		25.0				100.0	YES	53.8%	0.0%
۲o	# 14	9		3	8		34	22.0	14.0	11 5		1		2	1			1	1	5			
E8	% 41.2	26.5		8.8	23.5		100.0	22.0	14.9	11.5	NO	6.1	NO	40.0	20.0			20.0	20.0	100.0	YES	59.1%	YES
NOTE: LEGEN	D: WM = \ WF = \	Nhite Ma Nhite Fe gency A	ale male	BM = B BF = Bl	lack Mal ack Ferr	e (nale	OM = Oth OF = Oth	her Mal her Fen	e nale	T = To # = N	otal umber	ow the ab % = Perce <i>ljusted A</i>	entage				derutiliz	ation i	s notec	1 in			
	*No gc	al estal	olished	becaus	e the ur	nderutili	zation is	s less t	han or	ne who	le perso	n.											
					nt for 20		92.6 p																
					nt for 20		94.9 p																
	L	evel of	Goal At	tainmer	nt for 20	12:	87.7 p	ercent															

								A	gency	Direc	tor: Lt. C	(Page General a Benne	John W.	Rosa									
1 EEO CATEGORY		ACTUA	AL WORK	FORCE (ON 09/30/	2012	2		Adjusted Vailability	y%	UNI	DERUTILIZ	ATION	1			ND PROM /2011 - 09/			5	% OF Go	als Met Base Availabilit	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C2, and E1	# <u>32</u> % 62.7	4 7.8	2 3.9	11 21.6	2 3.9		51 100.0	2.6	45.1	7.2	NO	23.5	3.3	3 75.0	1 25.0					4 100.0	YES	47.9%	54.2%
C3	# <u>31</u> % 72.1		1 2.3	10 23.3		1 2.3	43 100.0	2.4	43.6	9.1	2.4	20.3	9.1	2 100.0						2 100.0	0.0%	53.4%	0.0%
C4	# <u>37</u> % 56.1	1 1.5	4 6.1	17 25.8	5 7.6	2	66 100.0	2.6	44.5	9.5	*			11 73.3		1 6.7	3 20.0			15 100.0		*	
C5 and C6	# 47	1	4	19	2	6	79	3.9	43.8	11.0	1.1	18.7	1.9	3		0.7	1			4	57.7%	58.0%	80.0%
C8 and C9	% 59.5 # 46	1.3 3	5.1	24.1 10	2.5	7.6	100.0 59	5.5	27.4	2.3	2.6	19.7	8.5	75.0 10	1		25.0			100.0 11	33.3%	* 55.0%	22.7%
00 414 05	% 78.0	5.1	4	16.9	40	4	100.0	0.0	21.4	2.0	0.4	10.5	2.3	90.9 8	9.1		45	4		100.0 27	92.7%	61.7%	0.0%
E2	# <u>38</u> % <u>33.6</u>	1 0.9	1 0.9	56 49.6	13 11.5	4 3.5	113 100.0	5.9	41.3	13.3	5.0	NO	1.8	o 29.6			15 55.6	4 14.8		100.0	15.3%	YES	86.5%
E3 and E5	# <u>21</u> % 33.3	4 6.3	2 3.2	22 34.9	13 20.6	1 1.6	63 100.0	3.8	39.3	17.3	NO	4.4	NO	2 28.6	1 14.3	1 14.3	3 42.9			7 100.0	YES	88.8%	YES
E4	# 11	4	0.2	1	20.0	1.0	16	12.6	13.5	5.4	-	1	*	4	2	14.0	42.5			6		00.076	1123
	% 68.8 # 3	25.0		6.3 34	9		100.0				NO	7.2	5.4	66.7	33.3		6			100.0 6	YES	46.7%	0.0%
E6	# <u> </u>			34 73.9	9 19.6		46 100.0	2.1	63.7	15.6	2.1	NO	NO				0 100.0			100.0	0.0%	YES	YES
NOTE: LEGEN	D: WM = \ WF = \ If an a Colum	White Ma White Fe gency In # 4.	ale emale is not e	BM = B BF = Bl employi	lack Mal ack Ferr i ng any	e (nale race/s	DM = Oth OF = Oth Sex grou	ner Mal ner Fer <i>Ip at a</i>	e nale I <i>rate e</i>	T = To # = Ni equal te	tal umber o <i>the Ad</i>	w the abo % = Perce justed A	entage				lerutiliz	ation is	s noted	l in			
	L	evel of	Goal At Goal At	tainmer tainmer tainmer	nt for 20 nt for 20	10: 11:	65.5 p 66.6 p 61.5 p	ercent		ie who	le persor	1.											

								A	gency	Direc	tor: Lt. C	General .	2 of John W.	Rosa									
1							2	2	Adjuste	3 d	3		ett-Williar 4	ns			ND PROM			5	% OF Go	als Met Based	6 on Adjusted
EEO CATEGORY			AL WORK					(Quali		or Pool)		DERUTILIZ				10/01	/2011 - 09/	/30/2012				Availability	
E7	WM # 44 % 67.7	ВМ 18 27.7	ом 3 4.6	WF	BF	OF	TOTAL 65 100.0	<u>вм</u> 17.5	WF 8.5	BF 6.8	BM NO	WF 8.5	BF 6.8	WM 5 71.4	BM 2 28.6	OM	WF	BF	OF	TOTAL 7 100.0	BM YES	WF 0.0%	BF 0.0%
E8	# 7 % 17.9	14 35.9	1 2.6	3 7.7	14 35.9		39 100.0	15.0	14.6	30.6	NO	6.9	NO	4 50.0	2 25.0	1 12.5		1 12.5		8 100.0	YES	52.7%	YES
	# % #																						
	% #																						
	% #																						
	#%																						
	# %																						
	# %							-													-		
NOTE: LEGEN	D: WM = WF = If an a	White Ma White Fe	ale emale	BM = B BF = B	lack Mal lack Fen	le (nale	DM = Oth OF = Oth	ner Mal ner Fen	e nale	T = To # = Nu	tal umber	% = Perce	ove inforn entage vailabilit				lerutiliz	zation i	s notec	l in			
	*No go	oal estal	blished	becaus	e the ur	nderutil	zation is	s less t	han or	ne whol	le persor	ι.											
	L	evel of evel of evel of	Goal At	tainmer	nt for 20)11:	65.5 p 66.6 p 61.5 p	ercent															

								Cle	I	Presic	lent: Dr	sity (James Jerry Kr	Barker	1 of :	3)								
1 EEO CATEGORY		ACTUA	L WORK	FORCE	DN 09/30/	2012	2		Adjusted Availability	y%	B UN	NDERUTILIZ	ATION	4			ND PRON /2011 - 09			ţ	% OF Go	als Met Bas Availabil	ed on Adjust
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# <u>1</u> % 50.0			1 50.0			2 100.0	5.4	24.2	3.8	5.4	NO	3.8								0.0%	YES	0.0%
C2	# 17	2	2	9	2		32	1.8	15.3	3.9	0.1	110	0.0		1					1	0.070	120	0.070
62	% 53.1	6.3	6.3	28.1	6.3		100.0	1.0	15.5	3.9	NO	NO	NO		100.0					100.0	YES	YES	YES
C3	# 253	5	35	68	1	4	366	1.9	16.2	1.8				2		1				3			
	% <u>69.1</u> # 152	1.4 12	9.6 23	18.6 65	0.3 3	1.1 12	100.0 267				0.5	NO	1.5	66.7 2		33.3 1	2			100.0 5	73.7%	YES	16.7%
C4	* 152 % 56.9	4.5	8.6	24.3	1.1	4.5	100.0	1.9	16.3	1.8	NO	NO	0.7	40.0		20.0	40.0			100.0	YES	YES	61.1%
05	# 98	3	26	72	4	18	221	25	04.0	0.5	ne	110	0.7	19	1	5	7		5	37	120	120	01.170
C5	% 44.3	1.4	11.8	32.6	1.8	8.1	100.0	2.5	21.8	2.5	1.1	NO	0.7	51.4	2.7	13.5	18.9		13.5	100.0	56.0%	YES	72.0%
C7	# 129	5	6	145	7	12	304	3.3	30.0	4.3				6		3	15	2	4	30			
0.	% 42.4	1.6	2.0	47.7	2.3	3.9	100.0	0.0	00.0		1.7	NO	2.0	20.0		10.0	50.0	6.7	13.3	100.0	48.5%	YES	53.5%
C8	# 65	1	4	31	2	1	104	3.3	33.8	4.3				2	1		1		1	5			
	% 62.5 # 132	1.0 24	3.8 3	29.8 71	1.9 20	1.0 3	100.0 253		<u> </u>	<u> </u>	2.3	4.0	2.4	40.0 5	20.0 3	3	20.0 3		20.0	100.0 15	30.3%	88.2%	44.2%
C9	# <u>132</u> % 52.2	9.5	1.2	28.1	7.9	1.2	100.0	4.9	21.0	5.8	NO	NO	NO	33.3	20.0	20.0	20.0		6.7	100.0	YES	YES	YES
	# 85	11	1	95	9	2	203				NO	110	*	11	1	1	7	1	0.7	21	120	120	
E1	% 41.9	5.4	0.5	46.8	4.4	1.0	100.0	2.9	18.7	4.7	NO	NO	0.3	52.4	4.8	4.8	33.3	4.8		100.0	YES	YES	93.6%
NOTE: LEGENI	D: WM = V WF = V If an ag Colum	Vhite Ma Vhite Fe gency I I n # 4.	ale male is not e	BM = B BF = B mployi	ack Mal ack Ferr ng any	e (nale c race/s	OM = Oth OF = Oth	ner Mal ner Fen <i>Ip at a</i>	le nale n <i>rate e</i>	T = To # = Ni qual to	tal umber o <i>the Ad</i>	ow the ab % = Perc d <i>justed A</i> n.	entage				derutilia	zation i	s noted	d in			
	Le	evel of (Goal At	tainmen tainmen tainmen	t for 20	11:	86.0 pe 90.9 pe 87.9 pe	ercent															

								Cle	I	Presid	ent: Dr.	Sity (l James E Jerry Kn		2 of 3	3)								
1 EEO CATEGORY		ACTU	AL WORK	FORCE C	ON 09/30/	2012	2		Adjusted vailability	d y%	3	DERUTILIZ	2	1			ND PROM /2011 - 09/			5	% OF Go	als Met Base Availabilit	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E21	# <u>80</u> %18.8	10 2.3	5 1.2	285 66.9	34 8.0	12 2.8	426 100.0	1.8	28.3	3.4	NO	NO	NO	5 12.8	1 2.6		28 71.8	3 7.7	2 5.1	39 100.0	YES	YES	YES
E22	# <u>17</u> % 23.3	1	1.2	50 68.5	5 6.8	2.0	73 100.0	0.8	43.5	2.1	NO	NO	NO	6 46.2	2.0		7 53.8		0.1	13 100.0	YES	YES	YES
	# 33	5	1	102	17	5	163				NU	NU	NU	40.2 8	2	1	16	1	2	30	TES	TES	TES
E23	% 20.2	3.1	0.6	62.6	10.4	3.1	100.0	3.1	45.1	9.4	0.0	NO	NO	26.7	6.7	3.3	53.3	3.3	6.7	100.0	YES	YES	YES
E24	# 32		1	16			49	4.8	36.7	4.3				2			1			3			
E24	% 65.3		2.0	32.7			100.0	4.0	30.7	4.3	4.8	4.0	4.3	66.7			33.3			100.0	0.0%	89.1%	0.0%
E25	# 75	2		61	6	1	145	2.2	29.7	3.9				6			9			15			
	% 51.7	1.4		42.1	4.1	0.7	100.0				0.8	NO	NO	40.0			60.0			100.0	63.6%	YES	YES
E31	# 72 % 46.2	6 3.8	3 1.9	64 41.0	10 6.4	1 0.6	156 100.0	3.0	21.8	3.9	NO		NO	7 63.6		1 9.1	3 27.3			11	VEO	VEO	V/F.0
	% 46.2 # 63	3.8 5	1.9	41.0 27	6.4 4	0.6					NO	NO	NO	63.6 4		9.1	27.3			100.0 4	YES	YES	YES
E32	# <u>63</u> % 62.4	5.0	1.0	26.7	4.0	1.0	101 100.0	5.7	27.5	5.3	0.7	0.8	1.3	4						4 100.0	87.7%	97.1%	75.5%
	# 42	3	1.0	5	1	1.0	51			-	0.7	0.0	1.5	100.0	1		1			100.0	07.770	97.170	13.37
E4	% 82.4	5.9		9.8	2.0		100.0	5.3	5.0	0.5	NO	NO	NO	83.3	8.3		8.3			100.0	YES	YES	YES
	# 8	1		178	18	2	207							1			21		1	23		120	120
E51	% 3.9	0.5		86.0	8.7	1.0	100.0	0.2	63.6	4.5	NO	NO	NO	4.3			91.3		4.3	100.0	YES	YES	YES
NOTE: LEGEN	D: WM = V WF = V If an a Colum	Vhite Ma Vhite Fe gency In # 4.	ale emale is not e	BM = Bi BF = Bi employi	lack Mal ack Ferr ng any	e (nale (r ace/s	DM = Oth OF = Oth P ex grou	ner Mal ner Fen ıp at a	e nale I <i>rate e</i>	T = To # = Ni qual to	tal umber	% = Perce Ijusted A	ove inforr entage vailabilit				derutiliz	tation is	s notec	t in			
	L	evel of	Goal At	tainmen tainmen	t for 20	11:	86.0 pe 90.8 pe 87.9 pe	ercent															

								Cle				sity (l James B	Page (Barker	3 of 3	3)								
										EEO (Officer:	Jerry Kn	ighton										
1 EEO CATEGORY		ACTUA	L WORK	FORCE	ON 09/30/	2012	2		Adjusteo vailability	y%	8 UN	DERUTILIZ	ATION				ND PRON /2011 - 09			5		als Met Based Availability	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E52	# <u>7</u> %13.7	4 7.8		26 51.0	13 25.5	1 2.0	51 100.0	9.9	43.9	4.8	2.1	NO	NO				3 75.0	1 25.0		4 100.0	78.8%	YES	YES
	# 4	2		51.0	13	2.0	72				2.1	NO	NU	2			10	25.0		100.0	78.8%	TES	TES
E6	# 4 % 5.6	2.8		70.8	18.1	2.8	100.0	0.7	61.5	3.6	NO	NO	NO	16.7			83.3			100.0	YES	YES	YES
	# 145	9	2	2	-		158	5 4	0.0	0.0			*	16	1	3				20			*
E7	% 91.8	5.7	1.3	1.3			100.0	5.1	6.2	0.3	NO	4.9	0.3	80.0	5.0	15.0				100.0	YES	21.0%	0.0%
E8	# 62	26		31	44		163	4.4	5.4	0.5				11	3		1	3		18			
	% 38.0	16.0		19.0	27.0		100.0		0.1	0.0	NO	NO	NO	61.1	16.7		5.6	16.7		100.0	YES	YES	YES
	#																				-		
	70 #																						
	#																				-		
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
NOTE: LEGEN	D: WM = V WF = V If an a Colun	White Ma White Fe gency I nn # 4.	ale male is not e	BM = B BF = B employi	lack Mal ack Fen i ng any	e (nale (r race/s	DM = Oth OF = Oth P ex grou	ner Mal ner Fen Ip at a	e nale r <i>rate e</i>	T = To # = Nu qual to	tal umber o <i>the Ac</i>	% = Perce I justed A	ove inforn entage v ailabilit				lerutiliz	zation i	s noted	1 in			
	L	evel of (evel of (evel of (Goal At Goal At	tainmer	nt for 20 nt for 20	10: 11:	zation is 86.0 pe 90.8 pe 87.9 pe	ercent		e who	le perso	n.											

							Coa	ista		reside	nt: Dr. I	ivers David De er: Pat W		age 1	of 2	2)							
EEO CATEGORY		ACTU	AL WORK	(FORCE (DN 09/30/	2012	2		Adjusteo vailability	y%	3 UN	DERUTILIZ	ATION	4			ND PROM 1/2011 - 09/			5	% OF Go	als Met Base Availabili	ed on Adjuste ly
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# <u>3</u> %60.0			2 40.0			5 100.0	3.9	33.0	6.4	3.9	NO	6.4								0.0%	YES	0.0%
	# 3			2			5				3.9	•	0.4								0.076	1123	0.076
C2	% 60.0			40.0			100.0	3.9	29.4	7.3	3.9	NO	7.3								0.0%	YES	0.0%
C3	# 48	1	1	18	1		69	3.0	32.2	4.2				5			2			7			
	% 69.6	1.4	1.4	26.1	1.4		100.0	0.0	02.2		1.6	6.1	2.8	71.4			28.6			100.0	46.7%	81.1%	33.3%
C4	# <u>53</u> % 54.6	3 3.1	3 3.1	33 34.0	1 1.0	4	97 100.0	3.1	34.4	5.0	0.0	0.4	10	3 25.0	1 8.3		8 66.7			12 100.0	YES	00.00/	*
	# 51	2	6	49	5	4.1	100.0				0.0	0.4	4.0	12	0.3		13	1	1	27	TES .	98.8%	20.0%
C5	% 43.6	1.7	5.1	41.9	4.3	3.4	100.0	2.4	28.6	2.9	0.7	NO	NO	44.4			48.1	3.7	3.7	100.0	70.8%	YES	YES
C6	# 5		2	4		1	12	3.6	31.5	4.8		۲	*								1	•	
60	% 41.7		16.7	33.3		8.3	100.0	3.0	31.5	4.0	3.6	NO	4.8								0.0%	YES	0.0%
C7 AND C8	# 55	4	2	59	2	2	124	2.9	33.0	4.3				12	1	1	19	1	1	35			
	% 44.4	3.2	1.6	47.6	1.6	1.6	100.0				NO	NO	2.7	34.3	2.9	2.9	54.3	2.9	2.9	100.0	YES	YES	37.2%
C9	# 44	5 7.5	1 1.5	14 20.9	2 3.0	1 1.5	67 100.0	9.0	19.6	1.7	4.5			21 70.0	3	1 3.3	5 16.7		-	30	aa aa(
	% <u>65.7</u> #76	7.5 5	1.5	20.9	3.0 14	1.5	227				1.5	NO	NO	10	10.0	3.3	21	1	-	100.0 34	83.3%	YES	YES
E2	# 70 % 33.5	2.2		57.7	6.2	0.4	100.0	5.2	43.1	7.6	3.0	NO	1.4	29.4	2.9	2.9	61.8	2.9		100.0	42.3%	YES	81.6%
NOTE:			ntitled "					a deta	ailed ex	nlanat			ove inform								12.070	120	01.070
-	D: WM = \			BM = B			DM = Oth			T = To		% = Perc		nation i		iputou.							
	WF = \						OF = Oth			# = N		/0 = 1 010	entage										
												liusted A	vailabilit	v nerce	ntage	the und	derutiliz	ration i	s noter	l in			
	Colun			,p.eyi	ng unj	1400,0	ion groe	.p ut u	rute e	quui c		juotou /	, and bind	, porce	nuge,			acioni	0 //0100				
			hlishad	hecaus	a tha ur	dorutili	ization is		than or		le perso	n											
	No go	1000	biibiicu	because				5 1033			ic perso												
		aval of		toinmon	+ for 20	10.	01 4 p	oroont															
				tainmen tainmer		-	81.4 pe 82.5 pe																
				tainmen			82.5 pe																
	L	ever of	Goal At	lanner	101 20	12:	02.0 pe	ercent															

							Coa	sta		reside	ent: Dr.	iversi David De r: Pat W		age 2	2 of 2	2)							
1 EEO CATEGORY				FORCE			2	(Quali	Adjusteo vailability fied Labo	y% or Pool)		DERUTILIZ				10/01	ND PROM /2011 - 09	/30/2012		5		Availability	
E3	WM # 40 % 61.5	BM 4 6.2	OM 3 4.6	WF 15 23.1	BF 2 3.1	OF 1 1.5	TOTAL 65 100.0	<u>вм</u> 3.1	WF 22.8	BF 6.0	BM NO	WF NO	BF 2.9	WM 6 37.5	ВМ 1 6.3	ом 1 6.3	WF 7 43.8	BF 1 6.3	OF	TOTAL 16 100.0	BM YES	WF YES	BF 51.7%
E4	# 19 % 76.0 # 3	3 12.0		1 4.0 41	2 8.0 4	1	25 100.0 49	6.1	8.1	3.2	NO	4.1	NO	3 60.0 2	1 20.0		1 20.0 4			5 100.0 6	YES	49.4%	YES
E5	# <u>3</u> % <u>6.1</u> # 2			41 83.7 48	4 8.2 6	2.0	49 100.0 56	0.5		4.2	0.5	NO	NO	33.3			4 66.7 12	1		100.0 13	0.0%	YES	YES
E6 E7	% <u>3.6</u> # 34	4	2	85.7	10.7		100.0 40	0.5		6.7 1.6	0.5	NO	NO *	3	2	1	92.3	7.7		100.0 6	0.0%	YES	YES *
E8	% 85.0 # 44 % 52.4	10.0 20 23.8	5.0 1 1.2	9 10.7	9 10.7	1	100.0 84 100.0		13.8	6.4	NO NO	4.9 3.1	1.6 NO	50.0 10 58.8	33.3 4 23.5	16.7 1 5.9	2 11.8			100.0 17 100.0	YES YES	0.0% 77.5%	0.0% YES
	#	20.0	1.2	10.7	10.7	1.2	100.0					3.1	NO	00.0	20.0	0.0	11.0			100.0	123	11.576	123
	# %																						
	# %																						
NOTE: LEGEN	D: WM = ' WF = ' If an a Colum	White Ma White Fe gency Inn # 4.	ale emale <i>is not e</i>	BM = B BF = B employ	lack Ma lack Fen <i>ing any</i>	le (nale / race/s	OM = Oth OF = Oth Sex grou	ner Mal ner Fen Ip at a	e nale <i>rate e</i>	T = To # = Nu qual to	tal umber	% = Perce <i>justed A</i>	ove inform entage vailabilit				derutiliz	zation is	s noteo	l in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20)11:	81.4 p 82.5 p 82.6 p	ercent															

	.1											George E :: JoAnn								_			
EEO CATEGORY	1	ACTU	AL WORK	FORCE (ON 09/30/	2012	2		Adjusted vailability	y%	UN	DERUTILIZ	ATION	*			ND PROM /2011 - 09/			5	% OF Go	als Met Base Availabilit	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C7, and E1	# <u>45</u> % 39.5	6 5.3	2 1.8	50 43.9	8 7.0	3 2.6	114 100.0	5.1	37.4	11.0	NO	NO	4.0	1 100.0						1 100.0	YES	YES	63.6%
C2	# 4	2	1	8		2.0	15	6.2	41.2	10.2				1	1		1			3			
	% 26.7 # 86	13.3 4	6.7 9	53.3 40	1	4	100.0				NO	NO	10.2	33.3 4	33.3	4	33.3 2			100.0 7	YES	YES	0.0%
C3	# <u>86</u> % 61.0	2.8	9 6.4	28.4	0.7	1 0.7	141	3.4	32.4	2.1	0.6	4.0	1.4	4 57.1		14.3	28.6			100.0	82.4%	87.7%	33.3%
04	# 74	3	12	57	6	7	159	0.0	00.0		0.0	4.0	1.4	6		2	2		1	11	02.470	07.770	00.070
C4	% 46.5	1.9	7.5	35.8	3.8	4.4	100.0	3.9	38.0	3.2	2.0	2.2	NO	54.5		18.2	18.2		9.1	100.0	48.7%	94.2%	YES
C5	# 67	4	10	47	1	7	136	6.0	45.7	12.9				11	1	1	10		4	27			
	% 49.3	2.9	7.4	34.6	0.7	5.1	100.0	0.0			3.1	11.1	12.2	40.7	3.7	3.7	37.0		14.8	100.0	48.3%	75.7%	5.4%
C6	# <u>13</u> % 29.5		2 4.5	25 56.8	1 2.3	3 6.8	44 100.0	5.6	46.2	12.3	5.0		10.0	2 40.0		-	1 20.0		2 40.0	5	0.00/	VEO	10 70/
	% <u>29.5</u> # 52	6	4.5 5	56.8	2.3	6.8 4	100.0			-	5.6	NO	10.0	40.0	3		20.0	2	40.0	100.0 12	0.0%	YES	18.7%
C8 and C9	# <u>52</u> % 41.9	4.8	4.0	41.1	4.8	4 3.2	100.0	5.9	35.3	5.9	1.1	NO	1.1	33.3	25.0		8.3	∠ 16.7	16.7	100.0	81.4%	YES	81.4%
50	# 75	13	5	171	31	11	306	2.0	44.4	40.0				10	2		44	6	5	67	01170	120	011170
E2	% 24.5	4.2	1.6	55.9	10.1	3.6	100.0	3.0	41.1	12.2	NO	NO	2.1	14.9	3.0		65.7	9.0	7.5	100.0	YES	YES	82.8%
E3	# 29 % 40.8	6 8.5	6 8.5	18 25.4	10 14.1	2 2.8	71 100.0	5.9	31.8	8.1	NO	6.4	NO	6 37.5	2 12.5	1 6.3	5 31.3	2 12.5		16 100.0	YES	79.9%	YES
NOTE:						-		o dot	i Nilod ov	i (planat		ow the ab					51.5	12.5		100.0	TES	79.9%	TES
-					-									nation w	as com	putea.							
LEGEN	ID: WM = \	White Na			lack Mal ack Ferr		OM = Oth OF = Oth			T = To # = Nu		% = Perce	entage										
												ljusted A	voilobilit		ntogo	the une	lorutili-	ntion i	o notor	d in			
	Colum			inpioyi	iig aliy	race/s	ex grou	ip al a	iale e	quai it	o une Au	justeu A	vallabilit	y perce	maye,	ine und	ler utiliz	alion	s notet				
			aliahad	haaaya	o tho	المسينا	-otion i		han an														
	NO GO	ai esta	Jiisnea	because	e ine ur	laeruui	Ization	siess	inan on	ie who	e perso	1.											
	L	evel of	Goal At	tainmer	nt for 20	10:	76.0 pe	ercent															
				tainmer		-	75.0 p																
		evel of					72.2 p																

							C	Colle		Presid	ent: P. (Seorge E George E	Benson	e 2 of	f 2)								
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjusteo vailability	3 d y%		DERUTILIZ	4				ND PROM /2011 - 09			5	% OF Goa	als Met Based Availability	6 I on Adjusted
E4	WM # 18 % 38.3	ВМ 14 29.8	OM 4 8.5	WF	BF 9 19.1	OF 2 4.3	TOTAL 47 100.0	<u>вм</u> 18.2	WF 9.0	BF 9.7	BM NO	WF 9.0	BF NO	WM 4 40.0	BM 4 40.0	OM 1 10.0	WF	BF 1 10.0	OF	TOTAL 10 100.0	BM YES	WF 0.0%	BF
E5	# 5 % 7.2	1 1.4		40 58.0	19 27.5	4 5.8	69 100.0	3.8	50.8	18.3	2.4	NO	NO	1 6.3	1 6.3		8 50.0	4 25.0	2 12.5	16 100.0	36.8%	YES	YES
E6	# 5 % 13.2 # 18	3 7.9 46	4	14 36.8	15 39.5 2	1 2.6 1	38 100.0 71	2.9	64.2	<u>i</u>	NO	27.4	NO	1 33.3 5	5		1 33.3	1 33.3		3 100.0 10	YES	57.3%	YES
E7 E8	% 25.4 # 6	64.8 14	5.6	2	2.8 31	1.4	100.0 53		10.4 13.0	10.4 12.8	NO	10.4	7.6	50.0 1	50.0					100.0	YES	0.0%	26.9%
	% 11.3 #	26.4		3.8	58.5		100.0	20.0	10.0	12.0	NO	9.2	NO	100.0						100.0	YES	29.2%	YES
	% #																						
	#%																						
	# %																						
NOTE: LEGEN	D: WM = WF = If an a Colum	White Ma White Fe agency nn # 4.	ale emale is not e	BM = B BF = B employ	lack Mal lack Fen <i>ing any</i>	e (nale r race/s	OM = Oth OF = Oth S ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale F rate e	T = To # = Nu equal to	tal umber	w the abo % = Perce I justed A n.	entage				derutiliz	zation is	s notec	l in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	76.0 pc 75.0 pc 72.2 pc	ercent															

									Âg	ency I	Director		mmer M. Hitt II njamin										
1 EEO CATEGORY				FORCE (2	(Qual	Adjusteo vailability	3 d y% or Pool)	B UN	DERUTILIZ	ATION	1		10/01	ND PROM /2011 - 09	/30/2012		5		Availability	6 on Adjusted
E1	# 6 % 50.0	BM	OM	WF 4 33.3	BF 2 16.7	OF	TOTAL 12 100.0	<u>вм</u> 3.1	WF 24.6	BF 3.2	<u>вм</u> 3.1	WF NO	BF NO	WM	BM	OM	WF	BF	OF		BM * 0.0%	YES	BF
E2	# <u>14</u> % 29.2	3 6.3	1 2.1	25 52.1	5 10.4		48 100.0	3.7	37.0	6.2	NO	NO	NO	5 45.5	2 18.2		3 27.3	1 9.1		11 100.0	YES	YES	YES
E3	# 2 % 66.7	1 33.3 1					3 100.0	5.9	24.9	4.6	NO	24.9	4.6		1 100.0					1 100.0	YES	0.0%	0.0%
E5	# %	100.0					1 100.0	5.0	46.0	16.8	NO	46.0	16.8								YES	0.0%	0.0%
	" %																				 		
	% #																						
	% #																						
	% #																						
NOTE: LEGEN	D: WM = WF = If an a Colum	White Ma White Fe gency I nn # 4.	ale emale is not e	BM = B BF = B employi	lack Mal lack Fen <i>ing any</i>	le (nale / race/s	DM = Oth OF = Oth r ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale n rate e	T = To # = Nu qual to	tal umber	% = Perce Ijusted A	ove inforr entage vailabilit				derutiliz	zation i	s notec	1 in	I	<u>I</u>	<u> </u>
	L	evel of evel of evel of	Goal At	tainmer	nt for 20)11:	89.7 pe 96.5 pe 100.0 j	ercent															

										ency D	irector:		Eckstror	n									
										EEO	Officer	James	Holly										
1 EEO CATEGORY		ACTU	AL WORKI	FORCE	ON 09/30/	2012	2		Adjusted vailability	y%	UN	DERUTILIZ	4 ATION				ND PROM /2011 - 09/			5	% OF Goa	ls Met Basec Availability	6 on Adjusted
	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	2	1	9	3.1	32.8	6.8	*						2			2	*		
	% 22.2			44.4	22.2	11.1	100.0				3.1	NO	NO				100.0			100.0	0.0%	YES	YES
E2	# 4	1		2	2	1	10	4.7	35.8	8.9				3			4			7			
	% <u>40.0</u>	10.0		20.0	20.0	10.0	100.0				NO	15.8	NO	42.9			57.1			100.0	YES	55.9%	YES
E3	#				1 100.0		1 100.0	7.9	23.6	6.4	7.9	23.6	NO								0.0%	0.0%	YES
	# 1			3	3		7				7.9	23.0	NO								0.0%	0.0%	TES
E5	[#] 14.3			42.9	42.9		100.0	4.8	43.0	16.2	4.8	0.1	NO								0.0%	99.8%	YES
	#										1.0	0.1	110								0.070	00.070	120
	%																						
	#																						
	%																						
	#																						
	%																						
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	%																						
NOTE: LEGENI	D: WM = WF = If an a Colur	White Ma White Fe agency mn # 4.	ale emale is not e l	BM = B BF = Bl mployi	lack Mal ack Fen i ng any	e C nale (7 race/s	DM = Oth DF = Oth ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale n rate e	T = To # = Nu qual to	tal umber o <i>the Ad</i>	% = Perce justed A	ove inforn entage vailabilit				derutiliz	zation is	s notec	l in			
	l	_evel of _evel of	Goal Att Goal Att Goal Att	ainmer ainmer	nt for 20 nt for 20	10: 11:	89.9 p 90.5 p 94.5 p	ercent		ie who	le persor												

										ency D	Director:	er Aff Carolyn Sharon (Lybarke	r									
1 EEO CATEGORY			AL WORK				2	(Qual	Adjustee Availability ified Labe	3 d y% or Pool)	UN	DERUTILIZ	4 Ation			10/01	ND PROM /2011 - 09	/30/2012		5		Availability	
E1	# 2 % 50.0	BM	OM	WF 1 25.0	BF 1 25.0	OF	TOTAL 4 100.0	BM 4.0	WF 21.4	BF 3.7	BM 4.0	WF NO	BF NO	WM	BM	OM	WF	BF	OF	TOTAL	BM * 0.0%	YES	BF YES
E2	# 4 % 20.0			9 45.0	7 35.0		20 100.0	4.9	31.1	6.3	4.9	NO	NO	E			4 66.7	2 33.3		6 100.0	* 0.0%	YES	YES
E3, E5, and E6	# 2 % 28.6 #			2 28.6	3 42.9		7 100.0	2.6	54.9	15.4	2.6	26.3	NO	1 100.0						1 100.0	0.0%	52.1%	YES
	" %																						
	% #																						
	/% # %																						
	#																						
	# %							-															
NOTE: LEGENI	D: WM = WF = If an a Colui	White Ma White Fe agency mn # 4.	ale emale is not e	BM = B BF = B mploy	lack Ma lack Fen ing any	le (nale (/ race/s	DM = Oth OF = Oth ex grou	ner Mal ner Fen <i>Ip at a</i>	le nale n <i>rate e</i>	T = To # = Nu qual to	tal umber	w the abo % = Perce <i>justed A</i> n.	ntage				lerutiliz	zation i	s notec	l in			
	I	_evel of _evel of _evel of	Goal At	tainmer	nt for 20)11:	92.2 p 91.5 p 92.0 p	ercent															

							Cor	rect	Agei	ncy Di	rector: \	ment William R Ann B. B	. Byars,	-	1 of 2	2)							
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjuste vailabilit	ty%	UN	DERUTILIZ	4 ATION				ND PROM /2011 - 09			5	% OF Go	als Met Base Availabilit	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# <u>52</u> %54.7	19 20.0	2 2.1	6 6.3	16 16.8		95 100.0	5.2	22.6	5.2	NO	16.3	NO	10 58.8	1 5.9		2 11.8	4 23.5		17 100.0	YES	27.9%	YES
E1B	# 56 % 43.8	28 21.9	1	25 19.5	18		128 100.0	4.6	25.7	5.2	NO	6.2	NO	6 25.0	4		8 33.3	6 25.0		24 100.0	YES	75.9%	YES
E2A	# <u>52</u> % 32.5	21 13.1	3 1.9	52 32.5	25 15.6	7 4.4	160 100.0	6.0	36.8	9.9	NO	4.3	NO	4 9.8	5 12.2	1 2.4	15 36.6	13 31.7	3 7.3	41 100.0	YES	88.3%	YES
E2B	# <u>116</u> % 21.8	76 14.3	3 0.6	149 28.0	182 34.1	7 1.3	533 100.0	6.6	37.7	16.1	NO	9.7	NO	32 20.1	25 15.7	1 0.6	47 29.6	50 31.4	4 2.5	159 100.0	YES	74.3%	YES
E2C	# 49 % 22.4	29 13.2	2 0.9	43 19.6	94 42.9	2 0.9	219 100.0	4.4	48.1	19.5	NO	28.5	NO	12 24.0	4 8.0		11 22.0	23 46.0		50 100.0	YES	40.7%	YES
E3A	# 16 % 28.1	5 8.8	3 5.3	22 38.6	10 17.5	1 1.8	57 100.0	4.8	35.9	11.1	NO	NO	NO	3 15.0	4 20.0	2 10.0	9 45.0	2 10.0		20 100.0	YES	YES	YES
E3B	# 4 % 3.2	5 4.0		50 40.3	63 50.8	2 1.6	124 100.0	3.6	45.3	27.0	NO	5.0	NO		1 4.8		9 42.9	11 52.4		21 100.0	YES	89.0%	YES
E4A	# <u>111</u> % 22.8	208 42.7	7	19 3.9	142 29.2		487	26.4	9.5	20.9	NO	5.6	NO	23 27.4	23 27.4	5 6.0	5 6.0	28 33.3		84 100.0	YES	41.1%	YES
E4B	# 243 % 22.6	357 33.3	15 1.4	77	376 35.0	5 0.5	1073	25.9	9.4	25.9	NO	2.2	NO	81 36.2	61 27.2	7 3.1	14 6.3	60 26.8	1 0.4	224 100.0	YES	76.6%	YES
NOTE: LEGENI	D: WM = \ WF = \ <i>If an a</i> <i>Colum</i> *No go	White Ma White Fe gency In # 4. al estat	ale emale <i>is not</i> e blished	BM = B BF = Bl employi because	lack Mal ack Ferr i ng any e the ur	e C nale (race/s nderutili	DM = Oth DF = Oth ex grou zation is	ner Mal ner Fen <i>Ip at a</i> s less f	e nale r <i>ate e</i>	T = To # = Ni equal te	tal umber o <i>the Ac</i>	ow the abo % = Perce <i>Ijusted A</i> n.	entage				derutiliz	zation i	s notec	t in			
	L	evel of	Goal At Goal At Goal At	tainmer	nt for 20	11:	89.1 pe 89.3 pe 88.4 pe	ercent															

							Cor	rect	Ager	ncy Di	rector:	ment William R	. Byars,	-	2 of 2	2)							
1 EEO CATEGORY		ACTUA	AL WORK	(FORCE (ON 09/30/	2012	2		Adjusted vailability	d y%	3	Ann B. E	4	1			ND PROM /2011 - 09/			5	% OF Goa	als Met Based Availability	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4C	# <u>568</u> % 27.7	608 29.6	55 2.7	127 6.2	670 32.7	23 1.1	2051	25.9	9.4	25.9		2.0	NO	301 32.6	246 26.7	30 3.3	76 8.2	259	11 1.2	923 100.0	VEO	CC 00/	VEO
	% <u>27.7</u> # 9	29.6	2.7	0.2 77	52.7 68	1.1	170				NO	3.2	NO	32.6	4	3.3	0.2 22	28.1 21	1.2	49	YES	66.0%	YES
E5	# <u> </u>	8.2	0.6	45.3	40.0	0.6	100.0	4.2	51.3	16.3	NO	6.0	NO	4.1	8.2		44.9	42.9		100.0	YES	88.3%	YES
	# 6	4	1	49	46	3	100.0			-	NO	0.0	NO	1	3		21	21	2	48	1123	00.376	TLS
E6	% 5.5	3.7	0.9	45.0	42.2	2.8	100.0	5.1	44.8	20.4	1.4	NO	NO	2.1	6.3		43.8	43.8	4.2	100.0	72.5%	YES	YES
F 7	# 68	27	1	2	4	-	102	45.4		4.0	1			12	5			2		19	,	1	
E7	% 66.7	26.5	1.0	2.0	3.9		100.0	15.1	4.1	1.8	NO	2.1	NO	63.2	26.3			10.5		100.0	YES	48.8%	YES
E8A	# 49	9	2	7	15		82	11.0	26.6	15.3		*		12	2		2	1		17	ť		
EOA	% 59.8	11.0	2.4	8.5	18.3		100.0	11.2	20.0	15.5	0.2	18.1	NO	70.6	11.8		11.8	5.9		100.0	98.2%	32.0%	YES
E8B	# 40	28	7	25	60	7	167	11 5	25.8	32.8				21	8	4	20	35	3	91			
EOD	% 24.0	16.8	4.2	15.0	35.9	4.2	100.0	11.0	20.0	02.0	NO	10.8	NO	23.1	8.8	4.4	22.0	38.5	3.3	100.0	YES	58.1%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
NOTE: LEGENI	D: WM = \ WF = \	Nhite Ma Nhite Fe gency	ale emale	BM = B BF = B	lack Mal lack Ferr	e C nale (DM = Oth DF = Oth	ner Mal ner Fen	e nale	T = To # = Ni	tal umber	ow the ab % = Perce <i>ljusted A</i>	entage				derutiliz	tation is	s notec	l in			
	L	evel of evel of	Goal At Goal At	ttainmer ttainmer	nt for 20 nt for 20	10: 11:	89.1 p 89.3 p 88.4 p	ercent		ie who	le perso	n.											

									Ag	ency [Director:	Hubert	F. Harrel	1									
1 EEO CATEGORY		ACTUA	AL WORK	(FORCE (ON 09/30/	2012	2		Adjuste Adjuste	3 d y%	5	DERUTILIZ	4	5			ND PROM /2011 - 09/			5	% OF Goa	ls Met Based Availability	6 on Adjusted
E1	# 2 % 50.0	BM	OM	WF 1 25.0	BF 1 25.0	OF	TOTAL 4 100.0	BM 4.3	WF 34.6	BF 5.1	BM * 4.3	WF * 9.6	BF NO	WM 3 100.0	BM	OM	WF	BF	OF	TOTAL 3 100.0	BM *	WF * 72.3%	BF YES
E2	# <u>10</u> % <u>33.3</u>	6 20.0		13 43.3	1 3.3		30 100.0	5.6	38.5	11.2	NO	NO	7.9								YES	YES	29.5%
E2A	# 5 % 33.3 # 24	1 6.7 4	1 6.7 1	4 26.7 5	4 26.7 1	2	15 100.0 37	4.3	32.6	7.4	NO	5 .9	NO	4	1		1		2	8	YES	81.9%	YES
E2B E5 and E6	# <u>24</u> % 64.9 #	10.8	2.7	13.5 11	2.7 3	5.4	100.0 14	5.5 1.0		8.9 14.2	NO *	14.5	6.2	50.0	12.5		12.5 2		25.0	100.0 2	YES *	48.2%	30.3%
E5 and E6	% # <u>17</u>	1		78.6	21.4		100.0 21	39.6		14.2	1.0	NO	NO *	3	1		100.0			100.0	0.0%	YES	YES *
E8	% 81.0 # 2 % 100.0	4.8		4.8	9.5		100.0 2 100.0	29.0	2.8	41.7	34.8 * 29.0	NO * 2.8	1.6 * 41.7	75.0	25.0					100.0	12.1% * 0.0%	YES *	85.6% * 0.0%
	#%										2010	2.0									0.070	0.070	0.070
	# %																						
NOTE: LEGEN	D: WM = V WF = V If an a Colun	White Ma White Fe gency I nn # 4.	ale emale is not e	BM = B BF = B employ	lack Mal lack Fen ing any	e (nale r race/s	OM = Oth OF = Oth S ex grou	ner Mal ner Fer <i>Ip at a</i>	e nale I <i>rate e</i>	T = To # = Nu equal to	tal umber	% = Perce <i>justed A</i>	ove inforn entage vailabilit j				lerutiliz	ation is	s notec	l in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	90.2 pe 82.5 pe 78.7 pe	ercent															

EEO CATEGORY	\A/A	ACTUA	L WORK				2																
E1 #	14/64				ON 09/30/	2012			Adjusted Availability ified Labo	y%	UN	IDERUTILIZ	ATION	1			ND PROM /2011 - 09/			5	% OF Goa	ls Met Base Availability	
E1 #	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
	# 4	3	1	5	2		15	5.8	33.0	9.6				3	1		1			5			
% 	% <u>26.7</u> # 43	20.0 6	6.7	33.3 126	13.3 17	4	100.0 196		i		NO	NO	NO	60.0 6	20.0 1		20.0 12	3		100.0 22	YES	YES	YES
E2 #	# <u>43</u> %21.9	3.1		64.3	8.7	2.0	100.0	4.6	47.5	11.8	1.5	NO	3.1	27.3	4.5		54.5	3 13.6		100.0	67.4%	YES	73.7%
#	# 3	0.1		2	1	2.0	6				1.5	*	5.1	1	4.0		04.0	10.0		100.0	*	TLS	13.17
E3 %	% <u>50.0</u>			33.3	16.7		100.0	5.6	30.6	10.1	5.6	NO	NO	100.0						100.0	0.0%	YES	YES
E5 #	# 9	6	1	46	50	3	115	7.4	42.4	19.3	1			2		1	4	8		15			1
E3 %	% 7.8	5.2	0.9	40.0	43.5	2.6	100.0	7.4	42.4	19.5	2.2	2.4	NO	13.3		6.7	26.7	53.3		100.0	70.3%	94.3%	YES
E6 #	#			13	4		17	0.4	69.7	10.2		*					2	1		3	*		
%	%			76.5	23.5		100.0				0.4	NO	NO				66.7	33.3		100.0	0.0%	YES	YES
E7 #	# <u>13</u> % 100.0						13 100.0	8.9	5.1	1.4	8.9	, 5.1	1.4								0.0%	0.0%	0.0%
#	# 4	2		6	8		20				0.9	5.1	1.4	3			2	1		6	0.0%	0.0%	0.0%
E8 %	# 4 % 20.0	10.0		30.0	40.0		100.0	18.7	35.8	13.0	8.7	5.8	NO	50.0			33.3	16.7		100.0	53.5%	83.8%	YES
#	#	10.0		00.0	10.0		100.0		-		0.7	0.0	110	00.0			00.0	10.7		100.0	00.070	00.070	120
%	%																						
#	#																						
%	%																						
NOTE: LEGEND:	0: WM = V WF = V If an a Colum	White Ma White Fe gency i In # 4.	ale male is not e	BM = B BF = B Employi	lack Mal lack Fen ing any	e (nale (r race/s	OM = Oth OF = Oth Sex grou	ner Mal ner Fer <i>Ip at a</i>	le nale i <i>rate e</i>	T = To # = Nu qual to	tal umber	ow the ab % = Perco <i>Ijusted A</i> n.	entage				derutiliz	ation is	s noted	l in			

												erly A. H. e Blake-S											
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjuste vailabilit	y%	3 UN	IDERUTILIZ	ATION	4			ND PROM /2011 - 09			5	% OF Goa	ls Met Base Availabilit	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>21</u> % 42.0	4 8.0		19 38.0	6 12.0		50 100.0	12.0	33.5	19.9	4.0	NO	7.9	1 33.3			2 66.7			3 100.0	66.7%	YES	60.3%
E2	# 41 % 13.9	30 10.1	2 0.7	114 38.5	104 35.1	5 1.7	296 100.0	12.5	30.0	29.8	2.4	NO	NO	6 12.5	6 12.5	1 2.1	18 37.5	15 31.3	2 4.2	48 100.0	80.8%	YES	YES
E3	# 13	4	2	56	32	6	113	21.3	39.1	39.9				1	12.0	1	16	11	1	30			
	% <u>11.5</u> # 22	3.5 9	1.8	49.6 2	28.3	5.3	100.0 33			<u> </u>	17.8	NO	11.6	3.3 4	1	3.3	53.3	36.7	3.3	100.0 5	16.4%	YES	70.9%
E4 and E7	% 66.7	27.3		6.1			100.0	7.7	2.3	8.1	NO	NO	8.1	80.0	20.0					100.0	YES	YES	0.0%
E5	# <u>25</u> % 2.1	187 15.7	4 0.3	90 7.6	874 73.5	9 0.8	1189 100.0	12.4	30.6	56.7	NO	23.0	NO	10 2.3	59 13.6	2 0.5	33 7.6	324 74.5	7	435 100.0	YES	24.8%	YES
E6	# 1	1		26	40	1	69	2.1	55.2	22.1	1	*						2	_	2	*		
	% <u>1.4</u> # 17	1.4 32		37.7 19	58.0 88	1.4 4	100.0 160				0.7	17.5	NO	4	5		2	100.0 5		100.0 16	66.7%	68.3%	YES
E8	% <u>10.6</u>	20.0		11.9	55.0	2.5	100.0	22.4	9.2	16.6	2.4	NO	NO	25.0	31.3		12.5	31.3		100.0	89.3%	YES	YES
	#																						
	#																						+
	%																						
NOTE: LEGEN	D: WM = WF = '	White Ma White Fe	ale emale	BM = B BF = B	lack Mal ack Ferr	e C nale (OM = Oth OF = Oth	ner Mal ner Fen	e nale	T = To # = N	tal umber	ow the ab % = Perc <i>djusted A</i>	entage				derutiliz	zation is	s notec	l in			
		n n # 4. Dal estal	olished	becaus	e the ur	derutili	zation is	s less t	than or	ne who	le perso	n.											
		evel of					79.4 pe																
		evel of					78.9 pe																

									Age	ncy D	irector:		t ment nell M. Za cCloud										
1 EEO CATEGORY		ACTUA	L WORK	FORCE (ON 09/30/	2012	2		Adjusted vailability	y%	8 UN	DERUTILIZ	ATION	4			ND PROM /2011 - 09			5	% OF Goa	ls Met Base Availabilit	ed on Adjuste y
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>10</u> % 45.5			7 31.8	5 22.7		22 100.0	5.1	38.0	11.3	5.1	6.2	NO	3 33.3			3 33.3	3 33.3		9 100.0	0.0%	83.7%	YES
	# 38	8		85	31	4	166				5.1	0.2	NO	7	1		12	8		28	0.0%	03.1%	TES
E2A	% 22.9	4.8		51.2	18.7	2.4	100.0	5.8	41.2	14.8	1.0	NO	NO	25.0	3.6		42.9	28.6		100.0	82.8%	YES	YES
EBB	# 12	3	1	19	12		47	4.3	30.3	7.1							4			4			<u> </u>
EDD	% 25.5	6.4	2.1	40.4	25.5		100.0	4.3	30.3	1.1	NO	NO	NO				100.0			100.0	YES	YES	YES
E2C	# 38	6		32	21		97	7.5	21.8	5.0				2	2			3		7	_		
-	% <u>39.2</u>	6.2		33.0	21.6		100.0				1.3	NO	NO	28.6	28.6 1			42.9		100.0	82.7%	YES	YES
E3	# 13 % 56.5	1 4.3		6 26.1	3 13.0		23 100.0	5.6	32.6	7.8	1.3	6.5	NO	1 50.0	50.0					2 100.0	76.8%	80.1%	YES
	#	1		15	11		27				1.5	0.5	NO	50.0	00.0		2	1	1	4	10.076	00.176	1123
E5	%	3.7		55.6	40.7		100.0	7.4	34.4	18.2	3.7	NO	NO				50.0	25.0	25.0	100.0	50.0%	YES	YES
50	#				18	11	29		50.0	00.0	1	1					1	1		2	*		
E6	%				62.1	37.9	100.0	1.4	56.3	26.6	1.4	56.3	NO				50.0	50.0		100.0	0.0%	0.0%	YES
E7	# 239	95	7	24	4		369	17.2	3.1	2.6				35	8	1				44	_		
E1	% 64.8	25.7	1.9	6.5	1.1		100.0	17.2	5.1	2.0	NO	NO	1.5	79.5	18.2	2.3				100.0	YES	YES	42.3%
	#																				_		
	%																						<u> </u>
NOTE: LEGENI	D: WM = \ WF = \ If an a Colum	White Ma White Fe gency I an # 4.	ale male is not e	BM = B BF = Bl employi	lack Mal ack Ferr i ng any	e (nale (r ace/s	DM = Oth DF = Oth ex gro t	ner Mal ner Fer <i>Ip at a</i>	e nale I <i>rate e</i>	T = To # = Ni qual to	tal umber	% = Perce I justed A	ove inforr entage vailabilit				lerutiliz	tation is	s notec	d in			
	L	evel of (Goal At	tainmer tainmer tainmer	nt for 20	11:	89.7 pe 91.7 pe 82.5 pe	ercent															

								Sou	Agen	icy Dir	ector: F	Paula Ha	rper Beth	iea	ery								
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30	/2012	2		Adjusted Adjusted Vailability	3 d y%		y Margar	et Hopkir 4 ATION	ns			ND PROM /2011 - 09			5	% OF Goa	ils Met Based Availability	6 I on Adjusted
E1	# 6 % 37.5	BM 4 25.0	OM	WF 6 37.5	BF	OF	TOTAL 16 100.0	<u>вм</u> 3.1	WF 24.3	BF 3.4	BM NO	WF NO	BF *	WM	BM	OM	WF	BF	OF	TOTAL	BM YES	WF YES	BF *
E2	# 14 % 21.5	11 16.9	2 3.1	24 36.9	11 16.9	3 4.6	65 100.0	5.2	32.3	6.7	NO	NO	NO		2 33.3		3 50.0	1 16.7		6 100.0	YES	YES	YES
E3	# 4 % 36.4 # 2	1 9.1 1		2 18.2 11	4 36.4 8		11 100.0 22	5.0	31.5	8.2	NO	13.3	NO								YES	57.8%	YES
E5 E6	% 9.1 # 1	4.5 1		50.0 1	36.4 1		100.0 4	6.2	45.7 72.2		1.7	NO	NO		1					1	72.6%	YES	YES
	% 25.0 #	25.0		25.0	25.0		100.0	1.0	12.2	14.0	NO	47.2	NO		100.0					100.0	YES	34.6%	YES
	78 #																						
	#%																						
	# %																						
NOTE: LEGEN	D: WM = WF = If an a Colum	White Ma White Fe agency nn # 4.	ale emale is not e	BM = B BF = B employ	lack Ma lack Fer <i>ing any</i>	le (nale / race/s	OM = Oth OF = Oth	ner Mal ner Fen <i>Ip at a</i>	e nale I <i>rate e</i>	T = Tot # = Nu qual to	tal umber o <i>the Ac</i>	% = Perce <i>Ijusted A</i>	ove inforn entage vailabilit j				derutiliz	zation i	s notec	l in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20)11:	89.7 po 89.9 po 90.4 po	ercent															

													visio O'Bryon	n									
									E	EO O	fficer: N	lark Whi	ttington										
1 EEO CATEGORY			-	(FORCE (-	2	(Qual	Adjuste Vailabilit	y% or Pool)	_	DERUTILIZ	-	1		10/01	ND PROM /2011 - 09/	/30/2012		5		Availability	
E1	# 4 % 66.7	BM	OM	WF 2 33.3	BF	OF	TOTAL 6 100.0	<u>вм</u> 5.7	WF 16.9	BF 4.1	вм * 5.7	WF NO	BF *	WM 1 100.0	BM	OM	WF	BF	OF	100.0	BM * 0.0%	WF YES	BF *
E2A	# <u>31</u> % 67.4	5 10.9		8 17.4	2 4.3		46 100.0	5.8	18.7	5.0	NO	* 1.3	• 0.7								YES	* 93.0%	* 86.0%
E2B	# <u>3</u> % 20.0	1 6.7		9 60.0	2 13.3		15 100.0	4.5	22.4	4.6	NO	NO	NO				2 100.0			2 100.0	YES	YES	YES
E2C	# 9 % 50.0	2 11.1		5 27.8	2 11.1		18 100.0	6.0	21.4	3.0	NO	NO	NO	1 100.0						1 100.0	YES	YES	YES
E3	# 19 % 57.6	5 15.2	1 3.0	5 15.2	3 9.1		33 100.0	6.4	17.3	7.6	NO	2.1	NO								YES	* 87.9%	YES
E5 and E6	# 2 % 22.2			5 55.6	2 22.2		9 100.0	9.9	43.3	17.0	* 9.9	NO	NO								0.0%	YES	YES
E7	# <u>3</u> % 100.0						3 100.0	33.1	2.7	0.6	* 33.1	2.7	0.6								* 0.0%	* 0.0%	* 0.0%
	# %																						
	# %																						
NOTE: LEGEN	D: WM = WF = If an a Colum	White Ma White Fe agency nn # 4.	ale emale is not e	BM = B BF = B employ	lack Ma lack Fer i ng any	le (nale (<i>race/s</i>	DM = Oth OF = Oth Sex grou	ner Mal ner Fer <i>Ip at a</i>	e nale I <i>rate e</i>	T = To # = Nu equal to	tal umber	% = Perce <i>justed A</i>	ove inforr entage vailabilit				derutiliz	zation is	s notec	l in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	95.7 pe 97.8 pe 97.8 pe	ercent															

								Ε				nmiss	•	State									
												or: Maci Janet Re											
1 EEO CATEGORY		ACTU		(FORCE (ON 09/30	/2012	2		Adjuste Vailabilit	d y% or Pool)	B UN	DERUTILIZ	4 ATION	1			ND PROM 1/2011 - 09	10TIONS - //30/2012		5		Availability	
E1 and E2	# 2 % 33.3	BM 1 16.7	OM	WF 2 33.3	BF 1 16.7	OF	TOTAL 6 100.0	<u>вм</u> 5.8	WF 21.3	BF 4.8	BM NO	WF NO	BF NO	WM 1 50.0	BM 1 50.0	OM	WF	BF	OF	TOTAL 2 100.0	BM YES	WF YES	BF YES
E3, E5, and E6	# <u>2</u> % 18.2	3		4 36.4	10.7 2 18.2		100.0 11 100.0	5.2	44.1	17.1	NO	7.7	NO	50.0	30.0		1 33.3	2 66.7		3 100.0	YES	* 82.5%	YES
	#																					021070	
	# %																				-		
	# %																						
	# %																						
	# %																				-		
	# %																				-		
	# %							-															
NOTE: LEGEN	D: WM = WF = If an Colui	White Ma White Fe agency mn # 4.	ale emale <i>is not e</i>	BM = B BF = B employi	lack Ma lack Fer ing any	le (nale / race/s	OM = Oth OF = Oth Sex grou	ner Mal ner Fen <i>Ip at a</i>	e nale I <i>rate e</i>	T = To # = Nu equal to	tal umber o <i>the Ad</i>	w the ab % = Perce l justed A	entage				derutiliz	zation i	s notec	t in			
		oal estal Level of Level of Level of	Goal At Goal At	tainmer	nt for 20 nt for 20)10:)11:	75.1 p 75.1 p 75.1 p 97.1 p	ercent		ie who	le persoi	ז.											

						E	Empl	oyn	Age	ency D	irector:	r kforc Abrahar tephani H	n J. Turn	er	nent	of							
1 EEO CATEGORY		ACTUA	AL WORF	(FORCE (ON 09/30/	2012	2		Adjusteo vailability	y%	B UN	IDERUTILIZ	ATION	4			ND PROM /2011 - 09/			5	% OF Go	als Met Base Availability	
	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 % 30.8	3 23.1	1 7.7	4 30.8	1 7.7		13 100.0	7.4	35.8	16.0	NO	5.0	8.3	1 20.0	2 40.0	1 20.0	1 20.0			5 100.0	YES	86.0%	48.1%
E2A	# 44	32	3	114	120	18	331	6.8	40.7	25.9				17	8	2	14	17	5	63		1	
	% <u>13.3</u>	9.7	0.9	34.4	36.3	5.4	100.0				NO	6.3	NO	27.0	12.7	3.2	22.2	27.0	7.9	100.0	YES	84.5%	YES
E2B and E4	# <u>55</u> % 18.7	31 10.5	2	108 36.7	93 31.6	5 1.7	294 100.0	9.2	37.6	26.4	NO	0.9	NO	14 29.8	5 10.6	1 2.1	12 25.5	12 25.5	3 6.4	47 100.0	YES	97.6%	YES
500	# 31	6	1	28	14	1	81	<u> </u>				*	NO	12	4	2.1	12	6	1	35	120	\$7.070	1120
E2C	% 38.3	7.4	1.2	34.6	17.3	1.2	100.0	8.4	36.1	24.0	1.0	1.5	6.7	34.3	11.4		34.3	17.1	2.9	100.0	88.1%	95.8%	72.1%
E2D	# 14	7	3	11	8	4	47	7.5	35.4	16.7				3	3	1	5	3	1	16	_		
	% 29.8	14.9	6.4	23.4	17.0	8.5	100.0				NO	12.0	NO	18.8	18.8	6.3	31.3	18.8	6.3	100.0	YES	66.1%	YES
E3	# <u>32</u> % 48.5	14 21.2	1 1.5	6 9.1	13 19.7		66 100.0	10.8	24.0	10.3	NO	14.9	NO	3 25.0	5 41.7		4 33.3			12 100.0	YES	37.9%	YES
FO a a d F7	# 6	7		32	18	1	64	5.0	50.0	47.0	110	11.0	110	1	4		4	4	1	14	120	01.070	120
E6 and E7	% 9.4	10.9		50.0	28.1	1.6	100.0	5.0	52.2	17.0	NO	2.2	NO	7.1	28.6		28.6	28.6	7.1	100.0	YES	95.8%	YES
	#																				-		
	% #											-											┿──
	# %																						
NOTE: LEGEN	D: WM = ' WF = ' If an a Colum	White Ma White Fe gency Inn # 4.	ale emale <i>is not e</i>	BM = B BF = Bl employi	lack Mal ack Ferr I ng any	e C nale (<i>race/s</i>	0M = Oth OF = Oth ex grou	ner Mal ner Fen Ip at a	e nale F rate e	T = To # = Nu equal to	tal umber	ow the ab % = Perco <i>djusted A</i> n.	entage				lerutiliz	ation i	s notec	t in			
	L	evel of	Goal At	tainmer tainmer tainmer	nt for 20	11:	93.9 pe 90.4 pe 89.1 pe	ercent															

								Fi				t ution Curtis M.	•										
									лус			Sara Fo											
1 EEO CATEGORY		ACTUA		FORCE	ON 09/30/	/2012	2		Adjuste Availabilit	y%		DERUTILIZ					ND PROM /2011 - 09			5		Availability	
	# <u>WM</u>	BM	OM	WF 2	BF 1	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM *	WF *	BF
E1	# 4 % 57.1			28.6	14.3		100.0	2.4	42.5	5.5	2.4	13.9	NO								0.0%	67.3%	YES
E2	# 9	4 14.8		11	2 7.4	1 3.7	27 100.0	5.6	45.3	8.9			*	3 37.5	1 12.5		4 50.0			8 100.0			*
	% 33.3 #	14.0		40.7	7.4	3.7	100.0			<u> </u>	NO	4.6	1.5	37.5	12.5		50.0			100.0	YES *	89.8%	83.1%
E5	%			100.0			100.0	0.2	69.7	17.6	0.2	NO	17.6								0.0%	YES	0.0%
	# %							-	-	ļ											-		
	#							-															
	#																						
	#																						
	% #																						
	# %																						
	#							-															
NOTE: LEGEN	D: WM = WF = If an a	White Ma White Fe	ale male	BM = B BF = Bl	lack Mal lack Fen	le C nale (OM = Oth OF = Oth	her Mal her Fer	le nale	T = To # = Nu	tal umber	w the abo % = Perce <i>Ijusted A</i>	entage				derutiliz	zation i	s noted	l in			
	L	evel of (evel of (evel of (Goal Att	tainmen	nt for 20 nt for 20	010: 011:	93.5 p 92.9 p 90.0 p	ercent		ne who	le perso	n.											

									Age	ency D	irector:	omm i Henry E Lynn N.	. Kodam										
1 EEO CATEGORY		ACTUA	AL WORK	(FORCE (ON 09/30/	2012	2		Adjusteo vailability	d y% or Pool)	UN	DERUTILIZ		4			ND PROM /2011 - 09/			5		als Met Base Availabilit	6 d on Adjusted y
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>14</u> % 73.7		1 5.3	3 15.8	1 5.3		19 100.0	4.5	33.8	1.6	4.5	18.0	NO				1 100.0			1 100.0	0.0%	46.7%	YES
	<u> </u>	2	5.5	13.0	1		68				4.5	10.0	NO	8			100.0			8	0.0%	40.7 %	TES
E2, E2A, and E2B	[#] <u>52</u> % 76.5	2.9		19.1	1.5		100.0	2.3	16.7	6.0	NO	NO	4.5	100.0						100.0	YES	YES	25.0%
50	# 22	1		2			25	0.5	0.0		110	*	*	•							*		*
E3	% 88.0	4.0		8.0			100.0	6.5	3.0	2.3	2.5	NO	2.3								61.5%	YES	0.0%
E4	# 127	11	1	2			141	8.1	1.0	0.9	1	*		1						1	k		
L4	% 90.1	7.8	0.7	1.4			100.0	0.1	1.0	0.5	0.3	NO	0.9	100.0						100.0	96.3%	YES	0.0%
E5	#			5	2		7	3.2	61.2	13.2	•	*					1			1	*		
-	%			71.4	28.6		100.0	_			3.2	NO	NO	-			100.0			100.0	0.0%	YES	YES
E6	# 2			28	2		32	5.7	35.3	22.3							1			1			
	% 6.3			87.5	6.3		100.0				5.7	NO	16.0	_			100.0			100.0	0.0%	YES	28.3%
E7	# 10	3		2			15	0.1	12.2	0.1				·									*
	% <u>66.7</u>	20.0		13.3			100.0				NO	NO	0.1								YES	YES	0.0%
E8	# <u>1</u> % 100.0						1 100.0	38.9	13.8	12.1	20.0	40.0	10.1	2						2 100.0	0.00/	0.00/	0.00/
	[∞] 100.0						100.0				38.9	13.8	12.1	100.0						100.0	0.0%	0.0%	0.0%
	#													-									
NOTE: LEGEN	D: WM = \ WF = \ If an a Colum	White Ma White Fe gency I nn # 4.	ale emale is not e	BM = B BF = B Employi	lack Mal lack Fen ing any	e C nale (race/s e	DM = Oth DF = Oth ex grou	ner Mal ner Fen ıp at a	e nale r <i>rate e</i>	T = To # = Nu qual to	tal umber	bw the abo % = Perce <i>Ijusted A</i> n.	entage				lerutiliz	ation is	s notec	1 in			-
	L	evel of	Goal At	ttainmer ttainmer ttainmer	nt for 20	11:	68.7 pe 71.2 pe 74.0 pe	ercent															

									Frar	Pres	ident: D	on Ur r. Fred C Linda B	arter	ity									
1 EEO CATEGORY		ACTUA	L WORK	FORCE	ON 09/30/	2012	2		Adjusted vailability	y%	8 UN	DERUTILIZ	ATION	1			ND PROM /2011 - 09			5	% OF Go	als Met Base Availabilit	ed on Adjusted ty
	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	# <u>18</u> % 56.3	1 3.1		12 37.5	1 3.1		32 100.0	3.9	3.7	4.9			*	2 33.3			4 66.7			6 100.0	70 50/	*	00.00/
	% 56.3 # 53	3.1		37.5 14	3.1		69				0.8	NO	1.8	33.3			1			4	79.5%	YES	63.3%
C2 and C3	# <u>55</u> % 76.8	1.4		20.3	1.4		100.0	1.6	29.9	2.9	0.2	9.6	1.5	75.0			25.0			4 100.0	87.5%	67.9%	48.3%
	# 50	1.4	7	57	5	7	126				0.2	9.0	1.0	14			8	2	3	27	07.5%	07.9%	40.3%
C4 and C5	% <u>39.7</u>		, 5.6	45.2	4.0	5.6	100.0	2.4	46.0	5.0	2.4	0.8	1.0	51.9			29.6	7.4	11.1	100.0	0.0%	98.3%	80.0%
	# 15	1		27	5	1	49				2.1	•	1.0	3	1		7			11	0.070	*	00.070
C6, C7, C8, and C9	% 30.6	2.0		55.1	10.2	2.0	100.0	3.3	40.3	6.4	1.3	NO	NO	27.3	9.1		63.6			100.0	60.6%	YES	YES
52	# 14	6	1	31	15		67	5.7	20.4	40.5						1	8	3		12			
E2	% 20.9	9.0	1.5	46.3	22.4		100.0	5.7	38.4	16.5	NO	NO	NO			8.3	66.7	25.0		100.0	YES	YES	YES
E3	# 10			2	1		13	6.5	32.5	9.9	1	۲	*	2						2		*	4
LJ	% 76.9			15.4	7.7		100.0	0.5	52.5	9.9	6.5	17.1	2.2	100.0						100.0	0.0%	47.4%	77.8%
E4 and E7	# 23	5		2			30	15.5	4.1	2.5			*	3	1					4			*
	% 76.7	16.7		6.7			100.0	15.5	4.1	2.5	NO	NO	2.5	75.0	25.0					100.0	YES	YES	0.0%
E5 and E6	# 2	1		23	21		47	1.0	70.0	16.1							2	4		6			
E5 and E0	% 4.3	2.1		48.9	44.7		100.0	1.0	70.0	10.1	NO	21.1	NO				33.3	66.7		100.0	YES	69.9%	YES
E8	# 8	26		1	22		57	28.4	8.0	18.4					3			2		5			
LO	% 14.0	45.6		1.8	38.6		100.0	20.4	0.0	10.4	NO	6.2	NO		60.0			40.0		100.0	YES	22.5%	YES
NOTE: LEGEN	D: WM = V WF = V If an a Colum	Vhite Ma Vhite Fe gency i In # 4.	ale male is not e	BM = B BF = Bl employi	lack Mal ack Ferr i ng any	e (nale (r race/s	0M = Oth DF = Oth ex grou	ner Mal ner Fen Ip at a	e nale F rate e	T = To # = Nu qual to	tal umber	ow the ab % = Perce <i>ljusted A</i> n.	entage				lerutili	zation i	s noted	t in			
	L	evel of (Goal At	tainmer tainmer tainmer	nt for 20	11:	83.8 pe 83.3 pe 80.1 pe	ercent															

									Ag	jency	Director		fice ne Glove nderson	r									
1 EEO CATEGORY		ACTUA	L WORK	FORCE	ON 09/30/	2012	2		Adjusteo Vailability	d y%	UN	DERUTILIZ	4	1			ND PRON /2011 - 09			5		Is Met Base Availability	6 d on Adjusted /
		BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>5</u> % 20.8	3 12.5		9 37.5	6 25.0	1 4.2	24 100.0	5.2	28.9	19.3	NO	NO	NO	2 50.0	1 25.0			1 25.0		4 100.0	YES	YES	YES
	[∞] 20.8 # 16	6		57.5	25.0 52	4.2	100.0				NÜ	NÜ	NO	50.0 2	25.0		4	25.0	1	20	YES	YES	YES
E2	# <u>10</u> % 12.6	4.7		40.2	40.9	1.6	100.0	5.9	33.1	13.4	1.2	NO	NO	10.0	15.0		20.0	50.0	5.0	100.0	79.7%	YES	YES
	# 4	2		8	40.5	1.0	18				1.2	NO	NO	2	2		8	4	0.0	16	19.170	1123	TLO
E3	<i>"</i> 22.2	11.1		44.4	22.2		100.0	10.8	24.4	7.7	NO	NO	NO	12.5	12.5		50.0	25.0		100.0	YES	YES	YES
55	#	2		8	4		14	F 0	44.0	47.0			1	1		1	1	1	1	3			
E5	%	14.3		57.1	28.6		100.0	5.8	41.9	17.9	NO	NO	NO				33.3	33.3	33.3	100.0	YES	YES	YES
E6	#	1		2	4	1	8	5.8	41.9	17.9								1		1			
LU	%	12.5		25.0	50.0	12.5	100.0	5.0	41.5	17.5	NO	16.9	NO					100.0		100.0	YES	59.7%	YES
E8	# 5					1	6	58	41.9	17.9	*			1						1	*		
20	% 83.3					16.7	100.0	0.0			5.8	41.9	17.9	100.0						100.0	0.0%	0.0%	0.0%
	#																						
	%																						
	#									1													
	%									<u> </u>													
	#																						
	%																						
NOTE: LEGENI	D: WM = WF = If an a	White Ma White Fe	ile male	BM = B BF = Bl	lack Mal lack Fen	e C nale (DM = Oth DF = Oth	ner Mal ner Fen	e nale	T = To # = Ni	tal umber	% = Perce	ove inforr entage vailabilit				lerutiliz	zation is	s notec	t in			
	L	evel of (evel of (evel of (Goal At Goal At	tainmer	nt for 20 nt for 20	10: 11:	93.1 pe 98.0 pe 84.7 pe	ercent		ne who	e persor	ι.											

						(Gove	erno				or Arts Dr. Bruce			naniti	ies							
												Di. Bruce Deborah		on									
1 EEO CATEGORY			AL WORK				2	(Qual	Adjusted vailability	y% or Pool)		IDERUTILIZ		ŀ		10/01	ND PROM /2011 - 09	/30/2012		5		Availability	
	# 1	BM	OM	WF 1	BF	OF	TOTAL 2		WF	BF	BM	WF	BF *	WM	BM	OM	WF 1	BF	OF	TOTAL	BM *	WF	BF *
E1	% 50.0			50.0			100.0	8.7	40.6	9.3	8.7	NO	9.3				100.0			100.0	0.0%	YES	0.0%
E2	# 22 % 40.7	1 1.9		25 46.3	6 11.1		54 100.0	4.2	52.1	6.4	2.3	5.8	NO	1 12.5	1 12.5		4 50.0	2 25.0		8 100.0	45.2%	88.9%	YES
E3, E4,E5,E6,E7,E8	# 7	3		6	4		20	2.0	61.4	6.7	2.5	5.0	NO	1	12.0		00.0	20.0		2	45.270	00.976	123
E3, E4,E5,E6,E7,E8	% 35.0	15.0		30.0	20.0		100.0	2.8	61.4	6.7	NO	31.4	NO	50.0	50.0					100.0	YES	48.9%	YES
	#																				-		
	#																						
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NOTE:	See se	ection er	ntitled "	Underst	anding	the Re	port" for	a deta	ailed ex	planat	ion of he	ow the ab	ove inform	nation v	vas com	puted.							=
LEGEN	D: WM = '				lack Mal		DM = Oth			T = To		% = Perce	entage										
		White Fe					OF = Oth			# = Nu													
		ngency i nn # 4.	is not e	mpioyi	ng any	race/s	ex grou	ıp at a	rate e	quai to	o the Ad	djusted A	vallabilit	y perce	entage,	the und	ierutiliz	zation i	s noteo	In			
		bal estat	hlished	hecaus	e the ur	nderutili	zation i	s less i	han or	e who	le nerso	n											
	No go		Shorica	beedduo			Zation	0 1000															
		evel of (71.5 p																
		evel of (· ·				80.5 p																
	L	evel of (Goal At	anmer	11 TOP 20	12:	83.3 p	ercent															

						Go	vern						e and		hem	atic	S						
								Ą				nie L. B	rockman oyd, Jr.	, Ph.D									
1 EEO CATEGORY				FORCE	ON 09/30/		2	(Qual	Adjuste Vailabilit ified Lab	:y% or Pool)		DERUTILIZ		ŀ		10/01	ND PRON /2011 - 09	/30/2012		5		Availability	
E1 and E2	WM # 9 % 40.9	вм 2 9.1	OM	WF 5 22.7	BF 6 27.3	OF	TOTAL 22 100.0	<u>ВМ</u> 6.7	WF 35.1	BF 14.0	BM NO	WF 12.4	BF NO	WM 3 33.3	BM	OM	WF 2 22.2	BF 4 44.4	OF	TOTAL 9 100.0	BM YES	WF 64.7%	BF
C6	# <u>11</u> % <u>47.8</u>	1 4.3	2 8.7	7 30.4	1 4.3	1 4.3	23 100.0	4.7	34.7	6.9	0.4	4.3	* 2.6	6 66.7			3 33.3			9 100.0	* 91.5%	* 87.6%	* 62.3%
E3, E5 and E6	# <u>1</u> % <u>20.0</u>			3 60.0	1 20.0		5 100.0	3.3	56.4	13.9	3.3	NO	NO	1 50.0			1 50.0			2 100.0	* 0.0%	YES	YES
	# %																						
	# %																					ļ	
	# %																					ļ	
	# %																						
	#%																						
	# %							-															
NOTE: LEGEN	D: WM = \ WF = \ If an a Colum	White Ma White Fe gency an # 4.	ale emale <i>is not e</i>	BM = B BF = B employ	lack Mal lack Fen <i>ing any</i>	e (nale r ace/s	OM = Oth OF = Oth sex grou	her Mal her Fen up at a	e nale n <i>rate e</i>	T = To # = Nu equal to	tal umber o <i>the Ad</i>	% = Perce I justed A	ove inforr entage vailabilit				derutiliz	zation i	s notec	l in			
	L	evel of	Goal At Goal At	tainmer	e the ur nt for 20 nt for 20 nt for 20	10: 11:	82.6 p 83.9 p 88.3 p	ercent		ne who	e persoi	η.											

						Hea	lth a	nd E	Agen	ncy Dir	ector: C	atherine	ntrol, Temple	-	artm	ent d	of						
1 EEO CATEGORY		ACTUA	AL WORK	FORCE C	DN 09/30/:	2012	2	A	Adjusteo vailability	d y%	3	Quentin DERUTILI2		4			ND PROM /2011 - 09			5	% OF Go	als Met Base Availabilit	d on Adjusted
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>129</u> % 46.2	7 2.5	6 2.2	113 40.5	22 7.9	2 0.7	279 100.0	2.0	30.1	5.8	NO	NO	NO	3 75.0			1 25.0			4 100.0	YES	YES	YES
E2A	# 8 % 1.5	3 0.6	2 0.4	425 81.1	72 13.7	14 2.7	524 100.0	1.7	65.4	10.4	1.1	NO	NO	4 5.7	1 1.4	1 1.4	32 45.7	21 30.0	11 15.7	70 100.0	35.3%	YES	YES
E2B	# <u>321</u> % 41.5	34 4.4	10 1.3	295 38.1	103 13.3	11 1.4	774	5.7	30.8	6.7	1.3	NO	NO			1 100.0				1 100.0	77.2%	YES	YES
E2C	# 245	52	12	389	196	26	920	8.0	35.1	27.2				16	3	1	22	12	8	62			
E3	% 26.6 # 51	5.7 13	1.3 3	42.3 61	21.3 38	2.8 7	100.0 173	3.9	42.6	13.9	2.3	NO	5.9	25.8	4.8	1.6	35.5 3	19.4 1	12.9	100.0 4	71.3%	YES	78.3%
-	% 29.5 # 4	7.5 4	1.7	35.3 149	22.0 94	4.0 3	100.0 254				NO	7.3	NO				75.0	25.0 4	3	100.0 7	YES	82.9%	YES
E5	% <u>1.6</u> # 8	1.6 5		58.7 289	37.0 217	1.2 28	100.0 547	1.3	66.5	15.8	NO	7.8	NO	1			6	57.1 9	42.9 3	100.0 19	YES	88.3%	YES
E6	% 1.5	0.9		52.8	39.7	5.1	100.0	1.9	57.6	19.9	1.0	4.8	NO	5.3			31.6	9 47.4	15.8	100.0	47.4%	91.7%	YES
E7 and E8	# 21 % 52.5	13 32.5	1 2.5	4	1 2.5		40 100.0	17.7	12.0	14.2	NO	2.0	11.7	1 100.0						1 100.0	YES	83.3%	* 17.6%
	#																						
NOTE:	See se	ection e	ntitled "	Underst	anding	the Rep	oort" for	a deta	ailed ex	planat	ion of ho	ow the ab	ove infor	mation w	/as com	nputed.		1					
LEGEN	D: WM = \	White Ma White Fe		BM = B BF = Bl	lack Mal		OM = Oth			T = To # = N		% = Perc	entage										
	lf an a	gency										ljusted A	vailabilit	ty perce	ntage,	the und	derutiliz	ation i	s noted	d in			
	Colum																						
	*No go	al estat	olished	because	e the un	derutili	zation is	s less t	han on	ne who	le perso	n.											
	L	evel of	Goal At	tainmen	nt for 20	10:	88.8 pe	ercent															
				tainmen			88.1 pe																
	L	evel of	Goal At	tainmen	nt for 20	12:	86.4 pe	ercent															

							Healt	h a				ervice	s, De	partr	nent	of							
									A			: Joyce S											
1 EEO CATEGORY		ACTU	AL WORK	FORCE (ON 09/30/	2012	2		Adjuste Availabilit	y%	B UN	IDERUTILIZ	ATION	1			ND PROM /2011 - 09			5	% OF Goa	als Met Base Availability	
	WM	BM	OM	WF	BF	OF	TOTAL	```	WF	,	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>15</u> % 23.4	4 6.3		29 45.3	16 25.0		64 100.0	7.0	28.9	17.2	0.7	* NO	NO	2 15.4			5 38.5	6 46.2		13 100.0	* 90.0%	YES	YES
E2A	# 5 % 4.3	4 3.4		62 53.0	45 38.5	1 0.9	117 100.0	5.5	38.4	28.8	2.1	NO	NO	2 33.3			2 33.3	2 33.3		6 100.0	61.8%	YES	YES
E2B	# 28	18	1	254	235	12	548	5.6	38.8	24.1		-		4	3		20	13	3	43			
E3	% <u>5.1</u> # 14	3.3 3	0.2	46.4 3	42.9 5	2.2 2	100.0 27	7.5	22.8	10.4	2.3	NO	NO	9.3 2	7.0		46.5	30.2	7.0 1	100.0 3	58.9%	YES	YES
	% <u>51.9</u> # 3	11.1 2		11.1 16	18.5 26	7.4 1	100.0 48				NO	11.7 *	NO	66.7	1		2	4	33.3	100.0 7	YES	48.7%	YES
E5	% <u>6.3</u>	4.2		33.3	54.2	2.1	100.0	4.9	45.4	14.5	0.7	12.1	NO		14.3		28.6	57.1		100.0	85.7%	73.3%	YES
E6	# %	5 5.3	1	44 46.3	45 47.4		95 100.0	4.4	48.1	20.9	NO	1.8	NO				1 50.0	1 50.0		2 100.0	YES	96.3%	YES
	#																						
	#																						
	% #																						
	%																						
NOTE:													ove inforr	nation w	as com	puted.							
LEGEN	D: WM = \ WF = \	White Ma			lack Mal ack Ferr		OM = Oth OF = Oth			T = To # = Nu		% = Perce	entage										
			is not e	employi	ng any	race/s	ex grou	up at a	a rate e	qual to	o the Ac	ljusted A	vailabilit	y perce	ntage,	the und	derutiliz	ation i	s noted	l in			
	Colun		hliabad	haaaya		dorutili	inction i		than ar	a what		~											
	NO GC	ai esta	blished	becaus	e the ur	laeruuii	Ization	siess	than or	ie who	le perso	n.											
	L	evel of	Goal At	tainmer	t for 20	10:	91.4 p	ercent															
				tainmer		-	89.8 p																
	L	evel of	Goal At	tainmer	t for 20	12:	89.7 p	ercent															

								Con		g Exe	cutive D	-	er Edu Julie Car		on								
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30	/2012	2		Adjuste Vailabilit	3 d y% or Pool)	UN	IDERUTILIZ	4	ŀ			ND PRON 1/2011 - 09			5		als Met Based Availability	
E1	# 2 % 33.3	ВМ 1 16.7	OM	WF 2 33.3	BF 1 16.7	OF	TOTAL 6 100.0	<u>вм</u> 5.4	WF 39.0		BM NO	WF 5.7	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM YES	WF * 85.4%	BF
E2	# <u>2</u> % 9.1	2 9.1		13 59.1	5 22.7		22 100.0	6.6	33.2	10.8	NO	NO	NO				1 100.0			1 100.0	YES	YES	YES
E3 and E5	# %		1 25.0		3 75.0		4 100.0	6.0	47.7	17.0	6.0	47.7	NO								0.0%	• 0.0%	YES
	# %							 															
	% #							 				-									 		
	% #							 															
	% #																						
	% #]				-											
NOTE:	% See se	ection e	ntitled "	Unders	tanding	the Re	port" for	a deta	ailed ex	planat	ion of he	ow the ab	ove inform	nation v	vas com	nputed.							
LEGEN	lf an a	White Fe	emale	BF = B		nale	OM = Oth OF = Oth Sex grou	ner Fer	nale	T = Toi # = Nu equal to	umber	% = Perce <i>ljusted A</i>	entage vailabilit	y perce	entage,	the un	derutiliz	zation i	s notec	l in			
		n n # 4. Dal estal	olished	becaus	e the ui	nderutil	ization is	s less	than or	ne whol	e perso	n.											
	L	evel of evel of evel of	Goal At	tainmer	nt for 20)11:	81.5 p 86.5 p 85.7 p	ercent															

								Cor				Indige T. Patto			se								
												Lisa Can		5									
1 EEO CATEGORY			AL WORK				2	(Qual	Adjuste Vailabilit	y% or Pool)	_	DERUTILIZ	-	ŀ		10/01	ND PROM /2011 - 09	/30/2012		5		Availability	6 on Adjusted
	# 1	BM	OM	WF	BF	OF	TOTAL		WF	BF	BM *	WF *	BF *	WM 1	BM	OM	WF	BF	OF	TOTAL	BM *	WF *	BF *
E1	% 100.0						100.0	2.9	30.8	4.2	2.9	30.8	4.2	100.0						100.0	0.0%	0.0%	0.0%
E4	# <u>14</u> % 30.4			23 50.0	7 15.2	2 4.3	46 100.0	6.0	47.7	17.0	6.0	NO	* 1.8				7 70.0	3 30.0		10 100.0	0.0%	YES	* 89.4%
	#			0010	.0.2						0.0	NO	1.0				. 0.0	0010			0.070	120	00.470
	%									<u> </u>													
	# %																						
	#																						
	% #																					1	
	%																				-		
	#																						
	%																						
	%																						
	#									-											-		
NOTE:	% See se	oction o	otitled "	Inders	tanding	the Re	nort" for	a det	ilod ov	nlanat	ion of ho	w the abo	ve inform	nation w		puted						<u> </u>	<u> </u>
	D: WM = V				lack Ma		DM = Oth			T = To		% = Perce				ipulcu.							
		White Fe					OF = Oth			# = Nu		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	mage										
			is not e	mploy	ing any	race/s	sex grou	ıp at a	rate e	qual to	the Ad	justed A	vailabilit	y perce	ntage,	the und	derutiliz	zation i	s notea	l in			
	Colum																						
	*No go	al estat	olished	becaus	e the u	nderutil	ization is	s less	than or	ne who	e persor	۱.											
	L	evel of	Goal At	tainmer	nt for 20	010:	67.7 p	ercent															
	L	evel of	Goal At	tainmer	nt for 20	011:	45.7 p																
	L	evel of	Goal At	tainmer	nt for 20)12:	63.1 p	ercent															

									nterim	Agenc	y Direct	epart or: Gwer Patricia E	ndoyln M										
1 EEO CATEGORY				FORCE			2	(Qual	Adjuste Vailabilit	3 d y% or Pool)	UNI	DERUTILIZ/	4 ATION			10/01	ND PROM /2011 - 09			5		lls Met Based Availability	-
E1	WM # 9 % 60.0	BM	OM	WF 4 26.7	BF 2 13.3	OF	TOTAL 15 100.0	<u>вм</u> 2.4	WF 30.1	вғ 5.1	BM * 2.4	WF * 3.4	BF NO	WM 2 66.7	BM	OM	WF	BF 1 33.3	OF	TOTAL 3 100.0	BM * 0.0%	WF * 88.7%	BF
E2	# <u>16</u> % <u>35.6</u>	9 20.0		10 22.2	9 20.0	1 2.2	45 100.0	2.3	31.0	8.0	NO	8.8	NO	1 25.0	2 50.0		1 25.0			4 100.0	YES	71.6%	YES
E3, E5, and E6	# <u>1</u> % <u>5.9</u> #	1 5.9	1 5.9	6 35.3	8 47.1		17 100.0	2.1	44.5	21.5	NO	9.2	NO								YES	79.3%	YES
	#																						
	% #																						
	% #																						
	#																						
	#																				-		
NOTE: LEGEN	D: WM = V WF = V If an a Colun	White Ma White Fe gency I nn # 4.	ale male is not e	BM = B BF = B employi	lack Mal lack Fen ing any	le (nale (race/s	OM = Oth OF = Oth S ex grou	ner Mal ner Fen <i>Ip at a</i>	le nale i <i>rate e</i>	T = To # = Nu equal to	tal umber	w the abo % = Perce <i>ijusted A</i> n	ntage				derutiliz	zation i	s notec	l in			-
	L	evel of (evel of (evel of (Goal At	tainmer	nt for 20	11:	96.7 p 93.3 p 92.5 p	ercent															

										ency D	irector:		Scho W. Maye wans	-									
1 EEO CATEGORY			L WORK				2	(Quali	Adjusted vailability	d y% or Pool)	UN	DERUTILIZ	4 Ation			10/01	/2011 - 09			5		Availability	
E1	# <u>3</u> % 60.0	BM	OM	WF	BF 2 40.0	OF	TOTAL 5 100.0	вм 5.9	WF 24.3	BF 22.0	вм * 5.9	WF 24.3	BF NO	WM 2 40.0	ВМ 1 20.0	OM	WF	BF 2 40.0	OF	TOTAL 5 100.0	BM *	WF 0.0%	BF YES
E2 and E3	# 6 % 22.2	4 14.8		10 37.0	7 25.9		27 100.0	2.0	56.2	21.0	NO	19.2	NO	3 50.0	1 16.7		2 33.3			6 100.0	YES	65.8%	YES
E5 and E6	# 4 % 11.8	3 8.8		7 20.6	20 58.8		34 100.0	0.8	66.2	17.1	NO	45.6	NO	6 37.5	2 12.5		3 18.8	5 31.3		16 100.0	YES	31.1%	YES
E7 and E8	# 6 % 50.0	1 8.3		3 25.0	2 16.7		12 100.0	22.5	13.2	20.7	14.2	NO	4.0	1 50.0			1 50.0			2 100.0	36.9%	YES	* 80.7%
	# %																						
	" % #																						
	" %#																						
	" %#																						
NOTE:	% %	oction or	ntitled "I	Inderst	anding	the Rev	oort" for	a deta	ailed ex	nlanat	ion of ho	w the abo	ove inform	nation v		puted							
	D: WM = \ WF = \	White Ma White Fe gency i	ale male	BM = B BF = Bl	lack Mal lack Fen	e C nale (OM = Oth OF = Oth	ner Mal ner Fen	e nale	T = To # = Ni	tal umber	% = Perce					lerutili	zation is	s notec	l in			
	L	evel of (evel of (evel of (Goal Att	tainmer	nt for 20 nt for 20	10: 11:	2ation is 80.9 pe 88.5 pe 74.0 pe	ercent		ne who	le persor	1.											

								Ju	Age	ncy Di	rector:	e, Dep Margaret Justin W	H. Barb		Df								
1 EEO CATEGORY		ACTUA	AL WORK	FORCE (ON 09/30/	2012	2		Adjuste vailabilit ified Lab	y%	B UN	DERUTILIZ	ATION	4			ND PRON /2011 - 09			5	% OF Goa	als Met Based Availability	
	<u>WM</u> # 19	ВМ 11	OM	WF 12	BF 18	OF 1	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 19 % 31.1	18.0		19.7	29.5	1 1.6	61 100.0	2.5	17.3	1.8	NO	NO	NO	1 50.0			1 50.0			2 100.0	YES	YES	YES
E2	# 81	93	2	161	194	5	536	6.4	43.0	18.5	110	110	110	9	20		32	39		100	120	120	120
EZ	% 15.1	17.4	0.4	30.0	36.2	0.9	100.0	0.4	43.0	10.5	NO	13.0	NO	9.0	20.0		32.0	39.0		100.0	YES	69.8%	YES
E3	# 5	2	1	3	6	1	18	4.6	35.8	14.3							1			1	-		
	% 27.8	11.1	5.6	16.7	33.3	5.6	100.0				NO	19.1	NO	0	70		100.0	07		100.0	YES	46.6%	YES
E4	# <u>16</u> % 2.8	249 44.3	1 0.2	14 2.5	282 50.2		562 100.0	22.0	15.2	26.2	NO	12.7	NO	9 5.8	76 48.7		4 2.6	67 42.9		156 100.0	YES	16.4%	YES
	# 2	4	1	19	18		44				NO	12.7	NO	5.0	1	1	2.0	42.5		7	TES	10.4%	TES
E5	% 4.5	9.1	2.3	43.2	40.9		100.0	5.0	48.4	17.1	NO	5.2	NO		14.3	14.3	71.4			100.0	YES	89.3%	YES
E6	# 1	3		31	31	1	67	4.6	47.2	20.1		* *					3	5		8	ł	* *	
E0	% 1.5	4.5		46.3	46.3	1.5	100.0	4.0	47.2	20.1	0.1	0.9	NO				37.5	62.5		100.0	97.8%	98.1%	YES
E7	# 18	2					20	62.6	1.0	1.0		*	*	6						6		*	
	% 90.0	10.0					100.0	02.0			52.6	1.0	1.0	100.0						100.0	16.0%	0.0%	0.0%
E8	# 1	7		2	21	3	34	19.7	12.5	24.6				1	4			1		6			
	% <u>2.9</u>	20.6		5.9	61.8	8.8	100.0				NO	6.6	NO	16.7	66.7			16.7		100.0	YES	47.2%	YES
	#																						
NOTE: LEGENI	D: WM = V WF = V If an a Colum	Vhite Ma Vhite Fe gency I I n # 4.	ale emale is not e	BM = B BF = Bl employi	lack Mal ack Ferr i ng any	e C nale (<i>race/s</i>	0M = Oth DF = Oth ex grou	ner Mal ner Fen ıp at a	e nale r <i>ate e</i>	T = To # = Ni equal te	tal umber	bow the abo % = Perce <i>Ijusted A</i> n.	entage				lerutiliz	zation is	s notec	1 in			
	L	evel of (Goal At	tainmer tainmer tainmer	nt for 20	11:	83.7 pe 87.1 pe 85.5 pe	ercent															

1 EEO CATEGORY		ACTU/	AL WORF	(FORCE (ON 09/30/	2012	2	A	Adjuste Availabilit	3 d	3	aren H.	4				ND PROM /2011 - 09/			5	% OF Goa	als Met Based	
								· ·	ified Lab													Availability	
	# 18	ВМ 2	OM	WF 11	BF 2	OF	TOTAL 33	BM	WF	:	BM	WF	BF	WM 3	BM	OM	WF 2	BF 2	OF	TOTAL 7	BM	WF	BF
E1	% 54.5	6.1		33.3	6.1		100.0	6.0	24.0	12.0	NO	NO	5.9	42.9			28.6	28.6		100.0	YES	YES	50.8%
E2A	# 25	7		20	6		58	7.0	24.2	12.0			*	3	4	1	7	2		17			
EZA	% 43.1	12.1		34.5	10.3		100.0	7.3	24.2	12.0	NO	NO	1.7	17.6	23.5	5.9	41.2	11.8		100.0	YES	YES	85.8%
E2B	# 65	12	2	48	18		145	8.5	29.5	12.1		*		8		1	13	7	1	30	*	1	
	% 44.8	8.3	1.4	33.1	12.4		100.0	0.0	2010		0.2	NO	NO	26.7		3.3	43.3	23.3	3.3	100.0	97.6%	YES	YES
E3	# <u>6</u> %50.0		1 8.3	2 16.7	2 16.7	1 8.3	12 100.0	11.1	21.6	16.9		1.0	*			1 50.0	1 50.0			2 100.0	0.00/	*	
	% <u>50.0</u> # 2	2	8.3	40	43	8.3	90				11.1	4.9	0.2	1	1	50.0	50.0 9	13	2	26	0.0%	77.3%	98.8%
E5	# <u>2</u> % 2.2	2.2	<u> </u>	44.4	47.8	3.3	100.0	5.4	47.0	23.2	3.2	2.6	NO	3.8	3.8		34.6	50.0	7.7	100.0	40.7%	94.5%	YES
	#	2		1			3				0.2	2.0	* *								10.170	*	
E6	%	66.7		33.3			100.0	5.5	50.4	18.5	NO	17.1	18.5								YES	66.1%	0.0%
E7 and E8	# 4	2					6	29.3	6.1	22.5		1	•									*	
E7 and Eo	% 66.7	33.3					100.0	29.3	0.1	22.5	NO	6.1	22.5								YES	0.0%	0.0%
	#																					T	
	%																						
	#	<u> </u>	L							1										ļ'			
NOTE:	%								<u>i</u>														_
LEGEN	D: WM = V WF = V If an a Colun	White Ma White Fe	ale emale is not e	BM = B BF = Bl employi	lack Mal lack Fen ing any	e (nale (r race/s	DM = Oth OF = Oth ex grou	ner Mal ner Fen <i>Ip at a</i>	le nale i <i>rate e</i>	T = To # = Nu equal to	tal umber o <i>the Ac</i>	% = Perc <i>ljusted A</i>	ove inforn entage . vailabilit				derutiliz	ation is	s notec	1 in			
	-	evel of (83.7 pe				·												
		evel of (Goal At	tainmer	nt for 20	11:	76.5 pe	ercent															

										P	residen	it: Dr. Da	versity										
1 EEO CATEGORY		ACTUA	L WORK	FORCE	ON 09/30,	/2012	2	A	Adjustec vailability fied Labo	3 d /%	:	: Jeannie Derutiliz	e McCall 4 ATION	um			ND PROMO /2011 - 09/3				5 % OF Goa	ils Met Base Availabilit	6 d on Adjusted y
C1 and E1	# 12 % 47.8	BM	OM	WF 13 52.2	BF	OF	TOTAL 25 100.0	ВМ 5.9	WF 36.7	BF 9.3	ВМ 5.9	WF	BF 9.3	WM 1 33.3	BM	OM	WF 2 66.6	BF	OF	TOTAL 3 100.0	. BM 0.0%	WF YES	BF 0.0%
C2 and C3	# <u>15</u> % 46.9		1 3.1	14 43.8		2 6.3	32 100.0	2.4	35.2	6.6	2.4	NO	6.6	1 100.0						1 100.0	0.0%	YES	0.0%
C4 and C8	# 20 % 55.6 # 28		3 8.3	12 33.3	1 2.8	2	36 100.0	5.7	43.4	8.2	5.7	10.1	5.4	2 66.7		1 33.3				3 100.0	0.0%	76.7%	34.1%
C5	# <u>28</u> % 60.9 # 22	1		16 34.8 34	3	2 4.3 1	46 100.0 61	5.6	51.6	11.0	5.6	16.8	11.0	6 54.5 3	1		3 27.3 10	1	2 18.2	11 100.0 15	0.0%	67.4%	0.0%
C6, C7 and C9 E2	% 36.1 # 17	1.6 1		55.7 34	4.9 4	1.6 1	100.0 57	6.5 5.1	45.2 47.7	14.2 12.3	4.9	NO	9.3	20.0 2	6.7 1		66.7 10	6.7 1	1	100.0 15	24.6%	YES	26.1%
E3 and E4	% 30.6 # 16	3.2 1		58.1 6	6.5 3	1.6	100.0 26	12.0		7.1	1.9	NO	5.8	13.3 8	6.7		66.7 1	6.7	6.7	100.0 9	62.7%	YES	52.8%
E5 and E6	% 69.6 # 5	4.3		26.1 42	11.5 1		100.0 51	2.3	51.2	22.7	8.2	0.1	NO	88.9			11.1 5			100.0	31.7%	99.6%	YES
E7	% 9.1 # 30 % 93.8	2.3 1 3.1		82.4 1 3.1	2.0		100.0 32 100.0	12.6	1.9	1.4	NO	NO	20.7	1 100.0			100.0			100.0	YES	YES	8.8%
E8	% 93.8 # 11 % 35.5	3.1 8 25.8		3.1 4 12.9	7 22.6	1	31 100.0	25.7	10.6	9.9	9.5 NO	NO NO	1.4 NO	2 40.0	2 40.0		1 20.0			100.0 5 100.0	24.6% YES	YES YES	0.0% YES
NOTE: LEGEN	D: WM = V WF = V If an a 4.	White Ma White Fe gency /	ale male is not e	BM = BI BF = Bi mployi	ack Mal ack Ferr ing any	e C nale (7 race/s	0M = Oth 0F = Oth ex grou	er Male er Fema p at a	ale <i>rate ec</i>	T = Tota # = Nui qual to	al % mber	6 = Percer	ove inform ntage v ailability		·		tilizatior	n is note	d in Col	umn #	8	-	<u>.</u>
	L	evel of (Goal Att	tainmen tainmen tainmen	t for 20	11:	61.0 pc 66.4 pc 63.8 pc	ercent															

								Law		Agen	cy Dire	nt Div ctor: Mar : Laura V	k Keel	, Sta	te								
EEO CATEGORY	1	ACTUA	AL WORK	(FORCE (ON 09/30/	2012	2	A	Adjuste vailabilit	y%	B UN	IDERUTILIZ	ATION	1			ND PRON /2011 - 09			5	% OF Goa	als Met Base Availabili	ed on Adjuste y
	# 7	BM 1	ом 1	WF 1	BF	OF	TOTAL 10	BM	WF	BF	BM	WF	BF *	<u>₩М</u> 2	BM	OM	WF 1	BF	OF	TOTAL 3	BM	WF	BF
E1	# 7 % 70.0	10.0	10.0	10.0			100.0	19.6	9.3	3.0	9.6	NO	3.0	66.7			33.3			100.0	51.0%	YES	0.0%
E2A	# 31	7	1	59	15	3	116	16.3	15.6	4.2		-		8	1		10	4	2	25			
LZA	% 26.7	6.0	0.9	50.9	12.9	2.6	100.0	10.5	15.0	7.2	10.3	NO	NO	32.0	4.0		40.0	16.0	8.0	100.0	36.8%	YES	YES
E2B	# <u>102</u> % 67.5	16 10.6	2 1.3	25 16.6	6 4.0		151 100.0	4.9	32.9	6.5	NG	10.0	0.5	13 56.5	2 8.7		8 34.8			23 100.0	VEO	50 50/	04 59/
	[%] 67.5 # 8	4	1.3	24	4.0	3	52				NO	16.3	2.5	56.5 1	0.7 2		34.0	2	1	9	YES	50.5%	61.5%
E3	% 15.4	7.7	1.9	46.2	23.1	5.8	100.0	7.0	35.1	13.0	NO	NO	NO	11.1	22.2		33.3	22.2	11.1	100.0	YES	YES	YES
E4	# 53	12	3	16	3		87	14.5	8.6	2.1		*		5	2			1		8	k	•	
E4	% 60.9	13.8	3.4	18.4	3.4		100.0	14.5	0.0	2.1	0.7	NO	NO	62.5	25.0			12.5		100.0	95.2%	YES	YES
E5	# 2	1		24	6		33	3.2	51.7	27.2		*					8	2		10	*		
	% 6.1	3.0		72.7	18.2		100.0			<u> </u>	0.2	NO	9.0				80.0	20.0		100.0	93.8%	YES	66.9%
E6	# <u>6</u> % 20.0		1 3.3	13 43.3	10 33.3		30 100.0	7.0	37.2	30.0	7.0	NO	NO	2 10.0		1 5.0	11 55.0	6 30.0		20 100.0	0.00/	YES	YES
	% <u>20.0</u> # 4		3.3	43.3	33.3 4		8				7.0	NO *	NU	2		5.0	55.0	30.0		5	0.0%	TES	¥E5
E7 and E8	% <u>50.0</u>				50.0		100.0	42.3	5.3	11.3	42.3	5.3	NO	40.0				60.0		100.0	0.0%	0.0%	YES
	#																					0.070	
	%																						
NOTE: LEGEN	ID: WM = V WF = V If an ag Colum	Vhite Ma Vhite Fe gency I I n # 4.	ale emale is not e	BM = B BF = Bl	lack Mal ack Ferr i ng any	e O nale C <i>race/se</i>	0M = Oth DF = Oth ex grou	ier Mal ier Fen i p at a	e nale <i>rate e</i>	T = To # = Ni equal te	tal umber o <i>the Ad</i>	ow the ab % = Perce <i>ljusted A</i>	entage				derutiliz	zation i	s noted	t in			
	Le	evel of	Goal At	tainmer tainmer tainmer	nt for 20	11:	88.6 pe 84.1 pe 79.8 pe	ercent															

								S				a Stat r: Leesa		-									
												_eesa Be											
1 EEO CATEGORY				FORCE		/2012	2	(Qual	Adjuste vailabilit	y% or Pool)		DERUTILIZ		ŀ		10/01	ND PROM /2011 - 09			5		Availability	
	# 5	BM 1	OM	WF 13	BF 3	OF	TOTAL 22	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF 2	BF	OF	TOTAL 2	BM	WF	BF
E1 and E2	% 22.7	4.5		59.1	13.6		100.0	2.7	54.2	8.4	NO	NO	NO				100.0			100.0	YES	YES	YES
E3 and E5	# 2			3	2		7	5.4	49.6	13.6	*	*		1						1	*	*	
	% 28.6 #	1		42.9	28.6		100.0				5.4	6.7	NO *	100.0	1					100.0	0.0%	86.5%	YES *
E6	%	100.0					100.0	16.7	30.4	25.4	NO	30.4	25.4		100.0					100.0	YES	0.0%	0.0%
	#																						
	% #																						
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	# %													-									
	#																						
	% #																						
	%																						
	# %							-													-		
NOTE: LEGEN	D: WM = WF = If an a Colur	White Ma White Fe agency I nn # 4.	ale male is not e	BM = B BF = B employi	lack Mal lack Fen ing any	le (nale r<i>race/s</i>	OM = Oth OF = Oth sex grou	ner Mal ner Fen <i>Ip at a</i>	e nale n rate e	T = To # = Nu qual to	tal umber o <i>the</i> Ad	w the abo % = Perce <i>justed A</i>	entage				derutiliz	zation i	s notec	l in		*	
	L	Level of C Level of C Level of C	Goal At Goal At	tainmer	nt for 20 nt for 20	110: 111:	72.0 p 95.9 p 97.7 p	ercent		ie who	le persoi	η.											

								Li		Agenc	y Direct	or: Tony		ffice									
										EEC	Officer	: Trina P	oole	d.									
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	/2012	2	A	Adjusted vailability	y%	UNI	DERUTILIZ	ATION	*			ND PROM /2011 - 09			5	% OF Goal	s Met Based Availability	on Adjusted
	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 % 30.8			5 38.5	4 30.8		13 100.0	2.6	8.5	5.1	2.6	NO	NO	1 100.0						1 100.0	• 0.0%	YES	YES
	# 5	1		6	8		20				2.0	NO	NO	100.0						100.0	0.0%	TEO	TES
E2	% 25.0	5.0		30.0	40.0		100.0	4.8	11.7	5.6	NO	NO	NO								YES	YES	YES
	#																						
	%																						
	#																				-		
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	#													1									
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NOTE: LEGEN	D: WM = \ WF = \ If an a Colun	White Ma White Fe gency I nn # 4.	ale emale is not e	BM = B BF = B employi	lack Mal lack Fen ing any	le (nale (<i>race/s</i>	DM = Oth OF = Oth ex grou	ner Mal ner Fen Ip at a	e nale r ate e	T = To # = Nu qual to	tal umber	% = Perce justed A	ove inforr entage vailabilit				lerutiliz	zation i	s noted	l in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	100.0 p 100.0 p 100.0 p	percen	t														

									gency	Direct	or: Dr. I	Raymond	uthori d S. Gree Bonapart	enberg	U		,						
1 EEO CATEGORY		ACTU	AL WORK	FORCE	ON 09/30/	2012	2		Adjuste vailabilit	y%	UN	DERUTILIZ	ATION	4			ND PROM /2011 - 09/			ţ	% OF Goa	als Met Bas Availabili	ed on Adjuste
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E101	# <u>8</u> %61.5		5 38.5			13 100.0	2.6	26.7	0.5	2.0		• • •	1 50.0			1 50.0			2	,	VEO	0.00/	
	% 61.5 # 14		22	1		38				2.6	NO	0.5	50.0 4			50.0			5	0.0%	YES	0.0%	
E102	[#] 36.8	1 2.6		57.9	2.6		100.0	1.9	23.0	2.1	NO	NO	NO	4 80.0			20.0			100.0	YES	YES	YES
500.4	# 29	2	2	39	5		77				110	•	NO	4		1	7	2		14	, 120	120	
E204	% 37.7	2.6	2.6	50.6	6.5		100.0	3.0	33.0	5.6	0.4	NO	NO	28.6		7.1	50.0	14.3		100.0	86.7%	YES	YES
E206	# 115	5	10	161	47	10	348	4.3	30.0	7.5				30	2	4	35	9	4	84			
L200	% 33.0	1.4	2.9	46.3	13.5	2.9	100.0	4.5	50.5	7.5	2.9	NO	NO	35.7	2.4	4.8	41.7	10.7	4.8	100.0	32.6%	YES	YES
E208	# 14	1	1	94	7	3	120	0.5	69.3	8.4				4		1	14	5		24			
	% 11.7	0.8	0.8	78.3	5.8	2.5	100.0				NO	NO	2.6	16.7		4.2	58.3	20.8		100.0	YES	YES	69.0%
E209	# <u>8</u> %33.3	1 4.2		14 58.3	1 4.2		24 100.0	2.8	50.2	7.7	NO	NO	25	2 50.0			2 50.0			4	VEO	VEO	FA F0 (
	% <u>33.3</u> # 10	4.2 3		38	4.2	3	65			-	NO	NO	3.5	2			50.0 6	1	1	100.0	YES	YES	54.5%
E215	# 10 % 15.4	4.6		58.5	16.9	3 4.6	100.0	5.6	42.1	20.0	1.0	NO	3.1	20.0			60.0	10.0	10.0	100.0	82.1%	YES	84.5%
	# 25	2	5	87	27	0	154			-	1.0	NO	5.1	1		2	6	3	10.0	100.0	02.170	120	04.370
E224	% 16.2	1.3	3.2	56.5	17.5	5.2	100.0	2.9	51.8	10.0	1.6	NO	NO	8.3		16.7	50.0	25.0		100.0	44.8%	YES	YES
Foor	# 117	4	4	246	22	12	405	0.4	47.0					12		1	22		1	36	1.11070		
E225	% 28.9	1.0	1.0	60.7	5.4	3.0	100.0	2.4	47.6	6.0	1.4	NO	0.6	33.3		2.8	61.1		2.8	100.0	41.7%	YES	90.0%
NOTE:	See se	ection e	ntitled "	Underst	anding	the Re	port" for	a deta	ailed ex	planat	ion of ho	w the ab	ove inforr	mation w	as com	puted.							-
LEGEN	D: WM = \	White Ma	ale	BM = B	lack Mal	e (OM = Oth	er Mal	е	T = To	tal	% = Perce	entage										
		Nhite Fe		BF = BI	ack Ferr	nale	OF = Oth	er Fer	nale	# = N													
	lf an a	aencv	is not e									liusted A	vailabilit	v perce	ntage.	the und	derutiliz	ation i	s notec	l in			
	Colun				,		J	,		4		,		,	... ,								
			hlishod	hocaus	o tho ur	dorutili	zation is		than or		le perso	n											
	NO GC	ai estai	Jiisheu	Decaus	e ine ui	lueruun	Zation	5 1622	unan oi		le perso												
			<i>.</i>				00.0																
				tainmer		-	88.2 pe																
				tainmer			90.5 pe																
	L	evel of	Goal At	tainmer	nt for 20	12:	89.0 pe	ercent															

						Med	ical		gency	Direct	or: Dr. F	tal Au Raymond Ilace T. E	IS. Gree	enberg	age	2 of	3)						
1 EEO CATEGORY		ACTUA	AL WORK	FORCE (ON 09/30/	2012	2		Adjusted Vailability	y%	UN	DERUTILIZ	4 ATION	ŀ			ND PROM /2011 - 09			5	% OF Go	als Met Base Availabilit	ed on Adjuste ty
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E227	# <u>181</u> %8.2	4 0.2	18 0.8	1749 79.2	149 6.8	106 4.8	2207	0.1	69.2	9.0	NO	NO	2.2	33 11.7		3 1.1	220 78.0	10 3.5	16 5.7	282 100.0	YES	YES	75.6%
E330	# 44 % 47.3	9 9.7	1	26 28.0	9 9.7	4 4.3	93 100.0	5.7	24.3	4.1	NO	NO	NO	20 54.1	3 8.1		10 27.0	2	2 5.4	37 100.0	YES	YES	YES
E331	# 7 % 11.5	2 3.3		29 47.5	19 31.1	4 6.6	61 100.0	3.0	57.6	13.1	NO	10.1	NO		2 16.7		6 50.0	3 25.0	1 8.3	12 100.0	YES	82.5%	YES
E333	# <u>117</u> % 13.6	47 5.5	17 2.0	265 30.9	371 43.2	41 4.8	858 100.0	3.8	30.8	46.9	NO	NO	3.7	45 20.6	12 5.5	2 0.9	91 41.7	57 26.1	11 5.0	218 100.0	YES	YES	92.1%
E334	# 56 % 29.3	9 4.7	5 2.6	98 51.3	17 8.9	6 3.1	191 100.0	1.4	59.9	9.7	NO	8.6	0.8	4 25.0		2 12.5	9 56.3		1 6.3	16 100.0	YES	85.6%	91.8%
E447	# <u>26</u> % 36.6	30 42.3	1 1.4	2 2.8	11 15.5	1 1.4	71 100.0	15.1	8.8	3.2	NO	6.0	NO	4 66.7	2 33.3					6 100.0	YES	31.8%	YES
E550	# <u>3</u> %3.8			38 47.5	32 40.0	7 8.8	80 100.0	5.3	24.9	37.7	5.3	NO	NO				7 58.3	3 25.0	2 16.7	12 100.0	0.0%	YES	YES
E551	# 41 % 25.5	8 5.0	4 2.5	70 43.5	36 22.4	2 1.2	161 100.0	2.6	48.6	22.6	NO	5.1	0.2	12 27.3	3 6.8	1 2.3	22 50.0	6 13.6		44 100.0	YES	89.5%	99.1%
E552	# <u>16</u> % 15.2	18 17.1	1 1.0	29 27.6	41 39.0		105 100.0	7.8	42.8	15.8	NO	15.2	NO	2 11.8	1 5.9	1 5.9	5 29.4	8 47.1		17 100.0	YES	64.5%	YES
NOTE: LEGENI	D: WM = \ WF = \ If an a Colum	Vhite Ma Vhite Fe gency I I n # 4.	ale emale is not e	BM = B BF = B employi	lack Mal lack Ferr ing any	e (nale (r ace/s	DM = Oth OF = Oth ex grou	ner Mal ner Fen ıp at a	e nale I <i>rate e</i>	T = To # = Nu equal to	tal umber	w the ab % = Perce <i>ljusted A</i> n.	entage				derutiliz	ation i	s notec	t in			
	L	evel of	Goal At	tainmer	nt for 20 nt for 20 nt for 20	11:	88.2 pe 90.5 pe 89.0 pe	ercent															

						Med	ical		gency	Direct	or: Dr.	ital Au Raymond Illace T. E	S. Gree	enberg	age	3 of	3)						
1 EEO CATEGORY		ACTU	AL WORK	FORCE	ON 09/30/	/2012	2		Adjuste vailabilit	3 d y% or Pool)	U		4				ND PRON /2011 - 09			5	% OF Go	als Met Based Availability	
E660	WM # 43 % 4.9	BM 32 3.7	OM 6 0.7	WF 293 33.6	BF 467 53.5	OF 32 3.7	TOTAL 873 100.0	<u>ВМ</u> 2.7	WF 37.2	BF 33.7	BM NO	WF 3.6	BF NO	WM 9 6.0	BM 12 8.1	OM 1 0.7	WF 72 48.3	BF 51 34.2	OF 4 2.7	TOTAL 149 100.0	BM YES	WF 90.3%	BF
E772	# 69 % 59.5	39 33.6	4 3.4	2 1.7	2 1.7		116 100.0	15.4	5.9	0.1	NO	4.2	NO	9 90.0	1 10.0					10 100.0	YES	28.8%	YES
E880	# 24 % 16.6	37 25.5	4 2.8	8 5.5	69 47.6	3 2.1	145 100.0	7.9	24.8	40.4	NO	19.3	NO	3 12.0	10 40.0		3 12.0	8 32.0	1 4.0	25 100.0	YES	22.2%	YES
	# %																						
	#%																						
	# %																				1		
	# %																						
	# %																						
	# %							-													_		
NOTE: LEGEN	D:WM= WF= Ifana Colun	White Ma White Fe	ale emale <i>is not e</i>	BM = B BF = B employ	lack Mal lack Fen <i>ing any</i>	le (nale (race/s	DM = Oth OF = Oth Sex grou	ner Mal ner Fen <i>Ip at a</i>	e nale F rate e	T = To # = Nu equal to	tal umber o <i>the Ad</i>	ow the abo % = Perce <i>djusted A</i> n.	entage				derutilia	zation i	s noted	d in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	88.2 p 90.5 p 89.0 p	ercent															

						Med	ical	Uni	Presi	ident:I	Dr. Ray	with C mond S.	Greenbe	erg	age '	l of :	3)						
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjuste Vailabilit	: d y%	3	NDERUTILIZ		4			ND PROM /2011 - 09/			ţ	% OF Go	als Met Base Availabili	ed on Adjusted y
	# 2	BM	OM	WF 2	BF	OF	TOTAL 4	BM	WF		BM	WF	BF *	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF *
C1	% 50.0			50.0			100.0	2.6	17.8	1.9	2.6	NO	1.9							100.0	0.0%	YES	0.0%
C2	# <u>23</u> % 76.7		3 10.0	4 13.3			30 100.0	2.4	28.9	3.2		*	*	2 50.0			2 50.0			4 100.0	0.00/	*	
	% 76.7 # 226	4	22	69	3	5	329				2.4	15.6	3.2	50.0 13		1	50.0 6	1		21	0.0%	46.0%	0.0%
C3	% 68.7	1.2	6.7	21.0	0.9	1.5	100.0	0.1	27.3	2.4	NO	6.3	1.5	61.9		4.8	28.6	4.8		100.0	YES	76.9%	37.5%
C4	# 119	4	22	99	4	16	264	2.1	28.2	2.4				16		4	11		1	32			
0.	% <u>45.1</u>	1.5 14	8.3 72	37.5 233	1.5 11	6.1 47	100.0				0.6	NO	0.9	50.0 35	1	12.5 11	34.4 32	1	3.1 12	100.0 92	71.4%	YES	62.5%
C5	# 249 % 39.8	2.2	11.5	37.2	1.8	7.5	626 100.0	2.1	29.8	2.6	NO	NO	0.8	38.0	1.1	12.0	34.8	1	13.0	92	YES	YES	69.2%
C6	# 57	2	19	128	9	6	221	2.3	41.0	4.2			*	20		9	36	1	5	71			001270
6	% 25.8	0.9	8.6	57.9	4.1	2.7	100.0	2.3	41.0	4.3	1.4	NO	0.2	28.2		12.7	50.7	1.4	7.0	100.0	39.1%	YES	95.3%
C8	# 6	1	4	15		3	29	2.2	35.9	3.7				1		1	5		1	8			
	% <u>20.7</u> # 17	3.4	13.8	51.7 21	1	10.3 1	100.0 40				NO	NO	3.7	12.5		12.5	62.5 4		12.5	100.0 4	YES	YES	0.0%
E1A	[#] 17 % 42.5			52.5	2.5	2.5	100.0	3.4	38.4	4.3	3.4	NO	1.8				100.0			100.0	0.0%	YES	58.1%
E1B	# 27	2	2	63	9	2	105	3.4	38.4	4.3				3			8			11	_		
NOTE:	% 25.7	1.9	1.9	60.0	8.6	1.9	100.0		<u>.</u>	:	1.5	NO	NO	27.3			72.7			100.0	55.9%	YES	YES
-	D: WM = V WF = V	Vhite Ma Vhite Fe gency I	ale emale	BM = B BF = Bl	lack Mal ack Fen	e C nale (OM = Oth OF = Oth	ner Mal ner Fer	le nale	T = To # = N	tal umber	ow the ab % = Perce djusted A	entage				derutiliz	ation i	s notec	d in			
	Ū			becaus			zation is 83.2 pe			ne who	le perso	on.											
	Le	evel of	Goal At	tainmer tainmer	nt for 20	11:	82.4 pe 80.8 pe	ercent															

						wec	lical	Uni	Presi	dent: I	Dr. Rayı	mond S.	arolin Greenbe Bonapart	erg	age 4	2 01 .	3)						
1 EEO CATEGORY		ACTUA	L WORK	FORCE (ON 09/30/	2012	2		Adjuste Vailabilit	y%	B UN	DERUTILIZ	4 ATION				ND PROM /2011 - 09/			ţ	% OF Goa	als Met Base Availabilit	ed on Adjuste ty
	WM	BM	OM 7	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2A	# <u>61</u> % 15.5	9 2.3	7	261 66.2	44 11.2	12 3.0	394 100.0	2.9	49.8	9.2	0.6	NO	NO	15 21.1	2 2.8	2 2.8	44 62.0	6 8.5	2	71	79.3%	YES	YES
E2B	# 1	2.0	1.0	10	11.2	0.0	11	0.9	69.2	8.7	4	•	*	1	2.0	2.0	5	0.0	2.0	6	*	•	-
	% <u>9.1</u> # 16	5		90.9 80	29	5	100.0 135				0.9	NO	8.7	16.7 7			83.3 24	1		100.0 32	0.0%	YES	0.0%
R2C	# 10 % 11.9	3.7		59.3	21.5	3.7	100.0	4.6	36.5	18.1	0.9	NO	NO	21.9			75.0	3.1		100.0	80.4%	YES	YES
E2D	# 25	4	1	21	5		56	8.6	34.1	1.4	1	•		6	2		2		1	11	*	•	
EZD	% 44.6	7.1	1.8	37.5	8.9		100.0	0.0	34.1	1.4	1.5	NO	NO	54.5	18.2		18.2		9.1	100.0	82.6%	YES	YES
E2F	# <u>3</u> %42.9	1 14.3		3 42.9			7 100.0	6.1	10.9	0.3	NO	NO	*							100.0	YES	YES	0.00/
	⁷⁶ 42.9 # 6	14.3	1	42.9 50	5	2	66				NO	NO	0.3				8	1		9	TES	TES	0.0%
E2G	% 9.1	3.0	1.5	75.8	7.6	3.0	100.0	4.6	67.3	7.9	1.6	NO	0.3				88.9	11.1		100.0	65.2%	YES	96.2%
E3A	# 21	1		11	5	2	40	4.6	26.2	11.0	,	*		5	1		2	1		9	*	+	
ESA	% 52.5	2.5		27.5	12.5	5.0	100.0	4.6	36.2	11.0	2.1	8.7	NO	55.6	11.1		22.2	11.1		100.0	54.3%	76.0%	YES
E3B	# 8	3		4			15	8.3	36.2	11.0				1			2			3			
	% <u>53.3</u> # 4	20.0 8	2	26.7 15	3		100.0 32				NO	9.5	11.0	33.3 1	3		66.7 5			100.0 9	YES	73.8%	0.0%
E3C	# 4 % 12.5	25.0	6.3	46.9	9.4		100.0	4.9	65.1	7.3	NO	18.2	NO	11.1	33.3		55.6			100.0	YES	72.0%	YES
NOTE:		ection er	ntitled "	Underst						kplanat T = To	ion of ho		ove inform			puted.	0010			10010	120	12.070	120
LEGEN		White Fe			ack Na		OF = Oth			# = N		% = Feice	entage										
												liusted A	vailabilit	v nerce	ntage	the unr	lorutiliz	ration i	s noter	d in			
		n # 4.	0 1101 0	,p.cy.	ng uny	1400,0	on grou	putu	nuto o	quart		Juotou	runubing	, porce	mago,	ine une		acioni	0 110101				
			lished	because	e the ur	nderutili	zation is	s less t	than or	ne who	le persoi	n											
	No go		nonea	becaus			zation	1000			ie persoi												
		evel of (-	83.2 pe																
		evel of (82.4 pe																
	L	evel of (oal At	tainmer	nt for 20	12:	80.8 pe	ercent															

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EEO CATEGORY		ACTUA	AL WORK	(FORCE (ON 09/30/	2012	2		Adjustee vailability	y%	UN	DERUTILIZ	ATION .	•			ND PROM /2011 - 09/			5	% OF Goa	als Met Base Availability	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3D	# <u>1</u> % 5.6	1 5.6		11 61.1	4 22.2	1 5.6	18 100.0	1.4	81.0	11.8	NO	19.9	NO								YES	75.4%	YES
E3E	# 6 % 15.4	2 5.1	1 2.6	23 59.0	4 10.3	3 7.7	39 100.0	4.9	53.4	20.9	NO	NO	10.6		1 16.7		5 83.3			6 100.0	YES	YES	49.3%
	# 6	2	4	27	2	4	45				NO	NO	*	2	10.7	1	5		2	100.0	TLO	120	43.370
E3F	% 13.3	4.4	8.9	60.0	4.4	8.9	100.0	2.8	41.2	5.4	NO	NO	1.0	20.0		10.0	50.0		20.0	100.0	YES	YES	81.5%
E4A	# 37	12	2	9	2		62	17.3	10.6	5.4				5		1	1	1		8			
	% 59.7	19.4	3.2	14.5	3.2		100.0	17.0	10.0	0.4	NO	NO	2.2	62.5		12.5	12.5	12.5		100.0	YES	YES	59.3%
E5A	# <u>2</u> %5.1	2 5.1	1 2.6	21 53.8	13 33.3		39 100.0	1.8	74.3	12.2		00 F				-		2 100.0		2 100.0	VEO	70 40/	VEO
	% <u>5.1</u> # 16	5.1 6	2.0	161	33.3 97	6	287			-	NO	20.5	NO	6			38	7	3	54	YES	72.4%	YES
E6A	# 16 % 5.6	2.1	0.3	56.1	33.8	2.1	100.0	1.7	77.8	15.9	NO	21.7	NO	11.1			70.4	13.0	5.6	100.0	YES	72.1%	YES
	# 1	4	0.0	1	8	2	16				NO	21.7	NO				70.1	10.0	0.0	100.0	TLO	72.170	TLO
E6B	% 6.3	25.0		6.3	50.0	12.5	100.0	9.6	45.0	27.6	NO	38.7	NO								YES	14.0%	YES
E7A	# 66	35	6		3		110	29.1	3.1	4.5				10	3					13			
E/A	% 60.0	31.8	5.5		2.7		100.0	29.1	3.1	4.5	NO	3.1	1.8	76.9	23.1					100.0	YES	0.0%	60.0%
E8A	# 6	14		1	31		52	28.7	12.2	17.2	*			1						1	*		
20,1	% 11.5	26.9		1.9	59.6		100.0	_0			1.8	10.3	NO	100.0							93.7%	15.6%	YES
E8B	# 7	10	1		15		35.0	56.2	13.7	13.9				3				1		4			
	% 20.0	28.6	2.9		42.9		100.0			<u> </u>	27.6	13.7	NO	75.0				25.0		100.0	50.9%	0.0%	YES
NOTE:												w the ab		nation w	as com	puted.							
LEGEN	D: WM = \				lack Mal		M = Oth			T = To		% = Perce	ntage										
	WF = V	Nhite Fe	emale	BF = B	lack Ferr	nale C	DF = Oth	ner Fen	nale	# = N	umber												
	lf an a Colun		is not e	employ	ing any	race/se	ex grou	ıp at a	rate e	qual te	o the Ad	justed A	vailabilit	y perce	ntage,	the unc	lerutiliz	ation is	s notea	l in			
	*No. ac		alichad	bocous	o tho ur	dorutili	ration in		han ar		e persoi	`											
	NO GC	ai estai	Jiisheu	Decaus	e lite ui		Lation	5 1633 1	nan or		le persoi	1.											
	L	evel of	Goal At	tainmer	nt for 20	10:	83.2 pe	ercent															
				tainmer			82.4 pe																
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E1A # 4 0 3 0 7 9 32.0 12.3 7.9 32.0 NO 0 0 0.0% E1B # 50 9 58 30 2 144 9.0 34.6 10.4 3.0 NO NO 15.4 15.4 38.5 30.8 100.0 66.7% E2A # 54 18 11 142 102 13 340 1.8 52.1 9.9 NO 10.3 NO 19.2 3.8 40.4 26.9 9.6 100.0 66.7% E2A # 54 18 11 142 102 13 340 1.8 52.1 9.9 NO 10.3 NO 19.2 3.8 40.4 26.9 9.6 100.0 YES 2 E2B # 133 139 4 443 446 23 118 1.1 1 62 63 4 100.0 7.2 100.0 10.3 NO 10.7 12.4 0.6 3.6 <th>1 EEO CATEGORY</th> <th></th> <th>ACTUA</th> <th>L WORK</th> <th>FORCE</th> <th>DN 09/30/</th> <th>2012</th> <th>2</th> <th></th> <th>vailabilit</th> <th>y%</th> <th>3 1U</th> <th>IDERUTILIZ</th> <th>ATION</th> <th>1</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>5</th> <th>% OF Go</th> <th>als Met Base Availability</th> <th></th>	1 EEO CATEGORY		ACTUA	L WORK	FORCE	DN 09/30/	2012	2		vailabilit	y%	3 1U	IDERUTILIZ	ATION	1						5	% OF Go	als Met Base Availability	
E1A 9 57.1 1 42.9 100.0 7.9 32.0 123 7.9 32.0 NO 2 1 0.0% E1B # 50 9 58 30 2 149 9.0 34.6 10.4 3.0 NO 15.4 15.4 38.5 30.8 100.0 66.7% E2A # 54 18 11 142 102 13 340 1.8 52.1 9.9 NO 10.3 NO 19.2 3.8 40.4 26.9 9.6 100.0 YES 4 E2B # 133 19.4 443 4446 23 11.8 52.1 9.9 NO 10.3 NO 19.2 3.8 40.4 26.9 9.6 100.0 YES 4 E2B # 133 13.9 444.8 100.0 18.8 2.1 NO 10.7 12.4 0.6 36.7 37.3 2.4 100.0 72.1% E2C # 58 19 5 13.1 <			BM	OM	WF		OF		BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1B # 50 9 58 30 2 149 9.0 34.6 10.4 3.0 NO NO 10 2 2 5 4 13 00.0 66.7% E2A 54 18 11 142 102 13 100.0 18 52.1 9.9 NO 10.3 NO 10 2 21 14 5 52.2 5 52.2 14 13 100.0 66.7% E2A # 54 18 11 142 102 13 340 1.8 52.1 9.9 NO 10.3 NO 19.2 3.8 40.4 26.9 9.6 100.0 YES 5 E2B # 133 139 4 443 446 23 1188 11.1 16.2 3.8 40.4 26.9 6.1 10.7 12.4 0.6 36.7 37.3 2.4 100.0 YES 5 3 1 25 3.0 6.4 1.0 10.7 12.4 0.6 1	E1A	-				-			7.9	32.0	12.3	7.0	*	NO								0.0%	0.0%	YES
E1B % 33.6 6.0 38.9 20.1 1.3 100.0 9.0 34.6 10.4 3.0 NO NO 15.4 15.4 15.4 38.5 30.8 100.0 66.7% E2A # 54 18 11 142 102 13 340 1.8 52.1 9.9 NO 10.3 NO 10 2 21 14 5 52 Y Y Y S3.8 40.4 26.9 9.6 100.0 YES E E2B # 113.3 139 4 444 446 23 118 10.9 38.2 25.1 NO 0.9 NO 10.7 12.4 0.6 36.7 37.3 2.4 100.0 YES E E2C # 58 19 5 20.3 96 6 387 6.8 36.7 13.0 1.9 NO NO 76.8 3.1 2.5 3.1 6.1 12.2 3.0 6.1 12.2 E2A # 3			9		58		2				-	7.9	32.0	NO	2	2		5	4		13	0.0%	0.0%	TES
E2A # 54 18 11 142 102 13 340 1.8 52.1 9.9 NO 10.3 NO 10 2 21 14 5 52 YES 8 E2B # 133 139 4 443 446 23 1188 10.9 38.2 25.1 NO 10.3 NO 10.7 12.4 0.6 36.7 10.0 YES 8 E2B # 11.2 11.7 0.3 37.3 37.5 1.9 10.0 38.2 25.1 NO 0.9 NO 10.7 12.4 0.6 36.7 37.3 2.4 100.0 72.1% E2C # 58 19 5 23.3 96 6 387 13.0 1.9 NO NO 7.8 4.7 1.6 39.1 4.64 9 10.0 72.1% E2A # 31 5 33 24 1 94 7.5 27.0 9.8 2.2 NO NO 16.7 25.	E1B								9.0	34.6	10.4	3.0	NO	NO								66.7%	YES	YES
% 15.9 5.3 3.2 41.8 30.0 3.8 100.0 YES % NO 10.3 NO 19.2 3.8 40.4 26.9 9.6 100.0 YES 8 E2B # 133 139 4 443 446 23 1188 10.9 38.2 25.1 NO 10.7 12.4 0.6 63.7 37.3 2.4 100.0 YES 8 E2C # 58 19 5 203 96 6 387 6.8 36.7 13.0 1.9 NO NO 7.8 4.7 1.6 39.1 46.9 100.0 72.1% E2A # 3 2 1 90.0 NO NO 7.8 4.7 1.6 39.1 46.9 100.0 72.1% E2A # 31 5 33 24 1 90.0 7.5 27.0 9.8 2.1 NO 10.7 12.4 46.9 1 10.0 77.7 10.0 7.5 27.0 9.8 </td <td>F24</td> <td># 54</td> <td>18</td> <td>11</td> <td>142</td> <td>102</td> <td>13</td> <td>340</td> <td>10</td> <td>50.4</td> <td>0.0</td> <td></td> <td>-</td> <td></td> <td>10</td> <td></td> <td>2</td> <td>21</td> <td>14</td> <td>5</td> <td>52</td> <td></td> <td></td> <td></td>	F 24	# 54	18	11	142	102	13	340	10	50.4	0.0		-		10		2	21	14	5	52			
E2B % 11.2 11.7 0.3 37.3 37.5 1.9 100.0 10.9 38.2 2.1 NO 0.9 NO 10.7 12.4 0.6 36.7 37.3 2.4 100.0 YES 5 E2C # 58 19 5 203 96 6 387 6.8 36.7 13.0 1.9 NO NO 72.4 1.6 39.1 46.9 100.0 72.1% E2A # 3 2 1 27.2 3 6 1 12 3 6 1 12 72.1% 72.1% E3B # 31 5 33 2.4 1 94 7.5 27.0 9.8 2.1 NO NO 16.7 25.0 50.0 8.3 100.0 70.7% E4A # 20 59 4 3 19 1 106 29.6 8.4 9.6 NO 5.6 NO 24.2 45.5 9.1 18.2 2.0 100.0 70.7% 4	EZA	% 15.9	5.3	3.2	41.8	30.0	3.8	100.0	1.0	52.1	9.9	NO	10.3	NO	19.2		3.8	40.4	26.9	9.6	100.0	YES	80.2%	YES
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	E2B				-				10.9	38.2	25.1				-		-	-						
E2C % 15.0 4.9 1.3 52.5 24.8 1.6 100.0 6.8 36.7 13.0 1.9 NO NO 7.8 4.7 1.6 39.1 46.9 100.0 72.1% E2A # 3 2 1 27 24 3 60 5.4 44.1 36.3 2.1 NO NO 16.7 2 3 6 1 12 E3B # 31 5 33.1 25.5 1.1 100.0 7.5 27.0 9.8 2.2 NO NO 16.7 25.0 50.0 8.3 100.0 61.1% E3B # 31 5 33.0 1.1 100.0 7.5 27.0 9.8 2.2 NO NO 45.5 9.1 18.2 27.3 100.0 70.7% E4A # 20 55.7 3.8 2.8 17.9 0.9 100.0 29.6 8.4 9.6 NO 5.6 NO 24.2 45.5 9.1 18.2 3.0 1									10.0	00.2	20.1	NO	0.9	NO						2.4		YES	97.6%	YES
E2A # 3 2 1 27 24 3 60 5.4 44.1 36.3 2.1 NO NO 16.7 25.0 50.0 8.3 100.0 61.1% E3B # 31 5 33 24 1 94 7.5 27.0 9.8 2.1 NO NO 16.7 25.0 50.0 8.3 100.0 61.1% E3B # 31 5 33 24 1 94 7.5 27.0 9.8 2.2 NO NO 45.5 9.1 18.2 27.3 100.0 70.7% E4A # 20 59 4 3 19 1 106 29.6 8.4 9.6 NO 5.6 NO 24.2 45.5 9.1 18.2 3.0 100.0 70.7% E5A # 28 91 6 35 27.4 3 437 8.9 20.3 56.2 NO 24.2 45.5 9.1 18.2 3.0 100.0 YES 3 </td <td>E2C</td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td>-</td> <td></td> <td>6.8</td> <td>36.7</td> <td>13.0</td> <td></td> <td></td> <td></td> <td>-</td> <td>-</td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td>70.404</td> <td></td> <td></td>	E2C			-			-		6.8	36.7	13.0				-	-		-				70.404		
E2A % 5.0 3.3 1.7 45.0 40.0 5.0 100.0 5.4 44.1 36.3 2.1 NO NO 16.7 25.0 50.0 8.3 100.0 61.1% E3B # 31 5 33 24 1 94 7.5 27.0 9.8 2.2 NO NO 16.7 25.0 50.0 8.3 100.0 61.1% E3B # 30.0 5.3 35.1 25.5 1.1 100.0 7.5 27.0 9.8 2.2 NO NO 45.5 9.1 18.2 27.3 100.0 70.7% E4A # 20 59.7 3.8 2.8 17.9 0.9 100.0 29.6 8.4 9.6 NO 5.6 NO 24.2 45.5 9.1 18.2 3.0 100.0 YES 3 E5A # 28 91 6 35 27.4 3 43.7 8.9 20.3 56.2 NO 12.3 NO 8.2 30.6 1.2												1.9	NO	NO	-	4.7	1.6			4		72.1%	YES	YES
E3B # 31 5 33 24 1 94 7.5 27.0 9.8 2.2 NO NO 5 1 2 3 11 00.0 70.7% E4A # 20 59 4 3 19 1 106 29.6 8.4 9.6 NO 5.6 NO 45.5 9.1 18.2 27.3 100.0 70.7% E4A # 28 91 6 35 274 3 437 8.9 20.3 56.6 NO 5.6 NO 24.2 45.5 9.1 18.2 3.0 100.0 70.7% E5A # 28 91 6 35 274 3 437 8.9 20.3 56.2 NO 24.2 45.5 9.1 18.2 3.0 100.0 YES 3 E5A # 28 91 6 35 27.0 9.8 2.2 NO 12.3 NO 8 15.2 3.0 100.0 YES 3	E2A	-							5.4	44.1	36.3	2.1	NO	NO				-	-		_	61 10/	YES	YES
E3B 9 33.0 5.3 35.1 25.5 1.1 100.0 7.5 27.0 9.8 2.2 NO NO 45.5 9.1 18.2 27.3 100.0 70.7% E4A # 20 59 4 3 19 1 106 29.6 8.4 9.6 NO 5.6 NO 24.2 45.5 9.1 18.2 27.3 100.0 70.7% E4A # 20 59 4 3 19 1 106 29.6 8.4 9.6 NO 5.6 NO 24.2 45.5 9.1 18.2 27.3 100.0 YES 3 E5A # 28 91 6 35 27.4 3 437 8.9 20.3 56.2 NO 12.3 NO 8.2 30.6 1.2 7.1 51.8 1.2 100.0 YES 3 E5A # 28 9.1 0.3 56.2 NO 12.3 NO 8.2 30.6 1.2 7.1 51.8				1.7							-	2.1	NU	NO	-	1				0.3		61.1%	TES	TES
E4A # 20 59 4 3 19 1 106 29.6 8.4 9.6 NO 5.6 NO 8 15 3 6 1 33 100.0 YES 3 E5A # 28 91 6 35 274 3 437 8.9 20.3 56.2 NO 12.3 NO 8 15 3 6 1 33 100.0 YES 3 E5A # 28 91 6 35 274 3 437 8.9 20.3 56.2 NO 12.3 NO 8.2 30.6 1.2 7.1 51.8 1.2 100.0 YES 3 MOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed. 8.2 30.6 1.2 7.1 51.8 1.2 100.0 YES 3 NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed. 8 1.2 100.0 YES 3 3 4 3	E3B	-							7.5	27.0	9.8	22	NO	NO					-			70.7%	YES	YES
E4A 96 NO 5.6 NO 24.2 45.5 9.1 18.2 3.0 100.0 YES 3.8 E5A # 28 91 6 35 274 3 437 8.9 20.3 56.2 NO 12.3 NO 24.2 45.5 9.1 18.2 3.0 100.0 YES 3.4 E5A # 28 91 6 35 274 3 437 8.9 20.3 56.2 NO 12.3 NO 8.2 30.6 1.2 7.1 51.8 1.2 100.0 YES 3.3 NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed. 12.3 NO 8.2 30.6 1.2 7.1 51.8 1.2 100.0 YES 3.4 NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed. 12.3 NO 8.2 30.6 1.2 7.1 51.8 1.2 100.0 YES 3.4 WF = White Female BF = Black Female<				4								2.2	NO	NO			3	10.2		1		10.170	120	120
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	E4A								29.6	8.4	9.6	NO	5.6	NO	-				-	3.0		YES	33.3%	YES
1/2 6.4 20.8 1.4 8.0 62.7 0.7 100.0 i NO 12.3 NO 8.2 30.6 1.2 7.1 51.8 1.2 100.0 YES 3 NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed. Image: Comparison of the section of the secti	550		91	6	35		3	437		00.0	50.0					26	1	6	44	1	85			
LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage WF = White Female BF = Black Female OF = Other Female # = Number If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.	E5A	% 6.4	20.8	1.4	8.0	62.7	0.7	100.0	8.9	20.3	56.2	NO	12.3	NO	8.2	30.6	1.2	7.1	51.8	1.2	100.0	YES	39.4%	YES
WF = White Female BF = Black Female OF = Other Female # = Number If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.	NOTE:	See se	ction e	ntitled "	Underst	anding	the Re	port" for	a deta	ailed ex	kplanat	ion of h	ow the ab	ove inforr	mation w	vas com	puted.							
WF = White Female BF = Black Female OF = Other Female # = Number If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.	LEGEN	D: WM = \	Vhite Ma	ale	BM = B	ack Mal	e C	DM = Oth	ner Mal	е	T = To	tal	% = Perce	entage										
If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.					BF = BI	ack Fem	ale (OF = Oth	ner Fen	nale	# = N	umber												
Column # 4.											aual te	o the A	diusted A	vailabilit	v perce	ntage, t	the und	derutiliz	ration is	s noted	d in			
											9		.,		,									
				lichod	haaaua	o tho up	dorutili	Totion in		than ar	o who	lo noroc	n											
		NO GO	al estai	Jisneu	Decause	e the un	aeruun	zation is	5 1855 1	unan or	ie who	ie perso	11 .											
		_																						
Level of Goal Attainment for 2010: 85.1 percent							-	•																
Level of Goal Attainment for 2011: 86.4 percent Level of Goal Attainment for 2012: 84.3 percent								•																

							Ment	tal F		gency	Directo	r tmen f or: John H r: Joan B	H. Magill		2 of	2)							
1 EEO CATEGORY		ACTUA	AL WORK	FORCE (ON 09/30,	2012	2		Adjuste Availabilit ified Lab	d y%	3	IDERUTILIZ	4	ŀ			ND PROM 1/2011 - 09			5	% OF Go	als Met Basec Availability	
E5B	# 16 % 4.3	BM 46 12.2	ОМ 1 0.3	WF 112 29.8	BF 195 51.9	OF 6 1.6	TOTAL 376 100.0	<u>вм</u> 7.5	WF 50.4	BF 21.1	BM NO	WF 20.6	BF NO	WM 2 3.2	BM 7 11.3	OM	WF 18 29.0	BF 32 51.6	OF 3 4.8	TOTAL 62 100.0	BM YES	WF 59.1%	BF YES
E6A	# <u>2</u> % 0.7 # 1	6 2.2 1		123 44.4 31	144 52.0 39	2 0.7	277 100.0	0.3	72.3	14.2	NO	27.9	NO	1 3.6	1 3.6		8 28.6 3	18 64.3 3		28 100.0 6	YES	61.4%	YES
E6B	# 1.4 # 61	1.4 23	1	43.1 2	54.2		72 100.0 87	1.1	60.2		NO	17.1	NO	7	2		50.0	50.0		100.0 9	YES	71.6%	YES
E7A and E7B E8A, B and C	% 70.1 # 24	26.4 74	1.1 2	2.3 18	101	2	100.0 221	19.2 24.3	3.2 11.2	1.7 18.4	NO	0.9	1.7	77.8 7	22.2 15		5	11		100.0 38	YES	71.9%	0.0%
	% <u>10.9</u> # %	33.5	0.9	8.1	45.7	0.9	100.0				NO	3.1	NO	18.4	39.5		13.2	28.9		100.0	YES	72.3%	YES
	# %																						
	# %																						
	# %																						
NOTE: LEGEN	D: WM = WF = If an a Colum	White Ma White Fe	ale emale is not e	BM = B BF = B employ	lack Mal lack Fen <i>ing any</i>	e (nale r race/s	OM = Oth OF = Oth S ex grou	ner Mal ner Fer <i>Ip at a</i>	le nale n <i>rate e</i>	T = To # = Nu equal to	tal umber o <i>the Ad</i>	ow the abo % = Perce <i>djusted A</i> n.	entage				derutili	zation is	s noted	d in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	85.1 po 86.4 po 84.3 po	ercent															

								М	Ag	ency [Director	· -	artme		f								
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjusted vailability	d y%	5	DERUTILIZ	2	ŀ			ND PROM /2011 - 09/			5	% OF Goa	als Met Based Availability	
	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 % 46.2	1 7.7		5 38.5	1 7.7		13 100.0	4.5	26.1	4.9	NO	NO	NO	3 60.0			2 40.0			5 100.0	YES	YES	YES
E2	# 56	8		99	62	2	227	3.7	41.5	38.6		*		5			8	8		21	*		
	% 24.7	3.5		43.6	27.3	0.9	100.0				0.2	NO	11.3	23.8			38.1	38.1		100.0	94.6%	YES	70.7%
E3	# <u>12</u> % 48.0	3 12.0		6 24.0	4 16.0		25 100.0	5.5	33.8	10.9	NO	9.8	NO	3 60.0	2 40.0					5 100.0	YES	71.0%	YES
	# 9	3		39	37	2	90				NO	9.0	NO	3	1		7	3	1	100.0	123	71.076	1123
E5	% 10.0	3.3		43.3	41.1	2.2	100.0	2.2	49.9	39.9	NO	6.6	NO	20.0	6.7		46.7	20.0	6.7	100.0	YES	86.8%	YES
E6	# 45	23	3	347	365	14	797	5.9	41.9	27.1	1			19	7		41	36	3	106			1
E0	% 5.6	2.9	0.4	43.5	45.8	1.8	100.0	5.9	41.9	27.1	3.0	NO	NO	17.9	6.6		38.7	34.0	2.8	100.0	49.2%	YES	YES
E7	# 6 % 85.7	1 14.3					7 100.0	18.8	2.6	1.7	4.5	*	*								*	*	0.00/
	% 05.7 # 1	14.3 3					4			-	4.5	2.6	1.7								76.1%	0.0%	0.0%
E8	# 1 % 25.0	75.0					4 100.0	27.0	12.5	0.3	NO	12.5	0.3								YES	0.0%	0.0%
	#																						1
	%																						
	#																						
NOTE:	%																						<u> </u>
LEGEN	D: WM = V WF = V If an a Colun	White Ma White Fe gency I nn # 4.	ale emale is not e	BM = B BF = B employi	lack Mal lack Ferr ing any	e (nale (race/s	DM = Oth OF = Oth ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale F rate e	T = To # = Nu qual to	tal umber	% = Perce Ijusted A	ove inforr entage vailabilit				derutiliz	tation i	s notec	l in			
	L	evel of evel of	Goal At	tainmer	nt for 20	11:	91.5 pe 91.7 pe 91.1 pe	ercent															

										Agei	ncy Di	rector: \		ission P. Callowa Vorthy										
1 EEO CATEGORY					FORCE			2	(Qual	Adjusted vailability	3 d y% or Pool)	UN	DERUTILIZ	4 ATION			10/01	ND PROM /2011 - 09	/30/2012		5		Availability	6 on Adjusted
E1	# 4 % 50	1	BM	OM	WF 3 37.5	BF 1 12.5	OF	TOTAL 8 100.0	BM 3.3	WF 24.8	BF 5.0	BM 3.3	WF NO	BF NO	WM	BM	OM	WF	BF	OF	TOTAL	BM * 0.0%	WF YES	BF
E2 and E3	# 6 % 40				7 46.7	2 13.3		15 100.0	5.5	27.4	5.7	5 .5	NO	NO				1 100.0			1 100.0	* 0.0%	YES	YES
E4 and E7	#^ % 50		1 50.0					2 100.0	16.5	12.1	28.0	NO	12.1	28.0								YES	* 0.0%	* 0.0%
	# %																							
	# %																							
	# %																							
	# %																							
	# %																							
	# %																							
NOTE: LEGEN	D:WN WF Ifa Co	1 = W = W n ag lumi	/hite Ma /hite Fe jency i n # 4.	ale male is not e	BM = B BF = B employ	lack Ma lack Fer ing any	le (nale / race/s	OM = Oth OF = Oth Sex grou	ner Mal ner Fen <i>Ip at a</i>	e nale F rate e	T = Tot # = Nu qual to	al Imber	% = Perce justed A	ove inforn entage vailabilit j				derutiliz	zation i	s notec	l in			
		Le	vel of (Goal At	tainmer tainmer tainmer	nt for 20)11:	71.4 p 100.0 100.0	percer	t														

							Γ	latu		gency	Directo		e partn A. Taylor cGee		of								
1 EEO CATEGORY		ACTUA	L WORK	FORCE ()N 09/30/	2012	2	A	Adjusted vailability	y%	B UN	DERUTILIZ	, ATION	4			ND PROM /2011 - 09			5	% OF Goa	als Met Base Availabilit	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 24	1		7	3		35	4.7	26.4	6.3		*		2			1			3	,		
	% 68.6	2.9		20.0	8.6		100.0				1.8	6.4	NO	66.7			33.3			100.0	61.7%	75.8%	YES
E2A	# <u>18</u> % 21.7	5 6.0		48 57.8	12 14.5		83 100.0	3.8	38.3	11.4	NO	NO				1	7 87.5	1 12.5		8 100.0	VEO	VEO	V/50
	# 85	6	1	23	14.5		1100.0				NU	NO	NO	5	1	-	3	12.5		9	YES	YES	YES
E2B	# <u>85</u> % 73.3	5.2	0.9	19.8	0.9		100.0	3.7	21.9	1.7	NO	2.1	0.8	55.6	11.1		33.3			100.0	YES	90.4%	52.9%
	# 78	4	1	13	3	1	100.0			-	NO	2.1	0.0	13			00.0			13	120	30.470	52.570
E3	% 78.0	4.0	1.0	13.0	3.0	1.0	100.0	3.1	15.8	1.2	NO	2.8	NO	100.0						100.0	YES	82.3%	YES
=	# 130	10		8	1		149					2.0		1						1		02.070	
E4A	% 87.2	6.7		5.4	0.7		100.0	2.1	6.1	7.4	NO	0.7	6.7	100.0						100.0	YES	88.5%	9.5%
E4B	# 34	3		4	1		42	9.2	5.6	1.0		*		10	1					11	ł	•	
E4D	% 81.0	7.1		9.5	2.4		100.0	9.2	5.6	1.0	2.1	NO	NO	90.9	9.1					100.0	77.2%	YES	YES
E6	# 5	1		19	16	1	42	5.2	47.3	17.0		,	۲	1			1	3		5			۲
E0	% 11.9	2.4		45.2	38.1	2.4	100.0	0. Z	47.5	17.0	2.8	2.1	NO	20.0			20.0	60.0		100.0	46.2%	95.6%	YES
E7	# 10	6		1	1		18	16.8	6.1	3.4		4	e .	2				1		3			e .
	% 55.6	33.3		5.6	5.6		100.0	10.0	0.1	5.4	NO	0.5	NO	66.7				33.3		100.0	YES	91.8%	YES
	#									1													
	%									1													
NOTE: LEGEN	D: WM = V WF = V If an ag Colum	Vhite Ma Vhite Fe gency i In # 4.	ale male is not e	BM = Bi BF = Bi employi	ack Mal ack Ferr ng any	e C nale (r race/s	0M = Oth DF = Oth ex grou	ner Male ner Fenr Ip at a	e nale r ate e	T = To # = Nu equal to	tal umber	% = Perc	ove inforr entage A vailabilit				derutiliz	zation is	s notec	l in			
	Le	evel of (Goal At	tainmen tainmen	t for 20	11:	87.6 pe 87.5 pe 86.3 pe	ercent															

	-							-	A			r: Duane George											
1 EEO CATEGORY		ACTUA	L WORK	FORCE	ON 09/30/	/2012	2		Adjusted vailability	y%	UN	DERUTILIZ	ATION	4			ND PROM /2011 - 09/			5	% OF Go	als Met Base Availabilit	ed on Adjuste y
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>4</u> % 50.0			3 37.5	1 12.5		8 100.0	4.0	30.7	7.9	4.0	NO	NO								0.0%	YES	YES
	# 25			19	4		48				4.0	NU	NU	1			5			6	0.0%	TES	TES
E2	% <u>52.1</u>			39.6	8.3		100.0	4.4	36.8	11.1	4.4	NO	2.8	16.7			83.3			100.0	0.0%	YES	74.8%
E2A, B, C and D	# 98	6		17	1		122	62.0	13.2	21.4				7			2			9			
EZA, B, C and D	% 80.3	4.9		13.9	0.8		100.0	02.0	13.2	21.4	57.1	NO	20.6	77.8			22.2			100.0	7.9%	YES	3.7%
E3 and E4	# 1		1	1			3	2.6	33.6	3.1	,	۰ •	· · · ·	·			ļ			<u> </u>	· · · · ·	·	*
	% 33.3 # 11	3	33.3 1	33.3 39	15	1	100.0 70				2.6	0.3	3.1	1			5	1		7	0.0%	99.1%	0.0%
E5 and E5A	[#] 15.7	4.3	1.4	55.7	21.4	1.4	100.0	9.6	39.6	14.6	5.3	NO	NO	14.3			71.4	14.3		100.0	44.8%	YES	YES
50	# 3	_		5	3		11				, 10.0	•					1			1	1 110 70		
E6	% 27.3			45.5	27.3	1	100.0	1.3	45.5	26.6	1.3	0.0	NO				100.0			100.0	0.0%	YES	YES
E7	# 36	3		2	1		42	16.7	11.0	8.3				4						4			
	% 85.7	7.1		4.8	2.4		100.0	10.7	11.0	0.5	9.6	6.2	5.9	100.0						100.0	42.5%	43.6%	28.9%
E8	# 22	13		1	2		38	23.9	13.7	12.8				8	2					10			
	% <u>57.9</u>	34.2		2.6	5.3		100.0				NO	11.1	7.5	80.0	20.0					100.0	YES	19.0%	41.4%
	#																				-		
NOTE:	70 500.00	otion o	atitlad "	lladorat	onding	the Rev	oort" for		i vilad ov	i Inlanat	ion of he	wy the ch	ove infori	motion		putod							_
-					-					•				nation	vas com	iputeu.							
LEGEN	D: WM = \	White Na		BM = B BF = Bl			DM = Oth			T = To # = Ni		% = Perc	entage										
												liveted A	vailabilit	h noroo	ntogo	the uni	dorutili-	otion is	notoo	l in			
	Colun		STIDLE	mpioyi	ng any	Tace/s	ex grou	ιραια	i ale e	quai ii	o une Au	ijusieu A	VallaDilli	y perce	maye,	une und	leruunz	auonis	noted				
			. l'ala a d	h		l4:11						-											
	ino go	al estat	olisnea	because	e the ur	nderutili	zation is	siessi	inan or	ie who	e perso	n.											
			.				07.0																
				tainmen		-	67.6 pe																
	L	evel of	Joal At	tainmen	nt for 20	11:	62.4 pe	ercent															

										jency l	Director	s Poi Robert Sylvia W	Burdette	!									
1 EEO CATEGORY		ACTUA	AL WORKF	ORCE (DN 09/30	2012	2		Adjusted vailability	3 d y%	3		4				ND PROM 2011 - 09/	OTIONS - '30/2012		5	% OF Go	als Met Based Availability	6 on Adjusted
E1 and E2	WM # 12 % 60.0	вм 1 5.0	OM	WF 7 35.0	BF	OF	TOTAL 20 100.0	вм 3.7	WF 43.3	BF 10.1	BM NO	WF 8.3	BF 10.1	WM	вм 1 50.0	OM	WF 1 50.0	BF	OF	TOTAL 2 100.0	BM YES	WF 80.8%	BF 0.0%
E3, E5, and E6	# 3 % 27.3	1 9.1		6 54.5		1 9.1	11 100.0	1.5	55.0	19.1	NO	0.5	19.1				2 100.0			2 100.0	YES	* 99.1%	0.0%
E4	# % #21	3 50.0 8		1 16.7	2 33.3		6 100.0 29	3.4	39.5	4.2	NO	22.8	NO	2 66.7 1	1 33.3 1					3 100.0 2	YES	42.3%	YES
E7	# 21 % 72.4 #	8 27.6 3		1	2		29 100.0 6			4.0	NO	6.8	4.0	50.0	50.0		1			2 100.0 2	YES	0.0%	0.0%
E8	 % #	50.0		16.7	33.3		100.0	23.4	12.6	17.8	NO	NO	NO		50.0		50.0			100.0	YES	YES	YES
	% #																						
	% #																						
	% #																						
NOTE: LEGENI	D: WM = WF = If an a Colum	White Ma White Fe agency 2 nn # 4.		BM = B BF = BI nployi	lack Mal ack Fen i ng any	e C nale (7 race/s	DM = Oth DF = Oth ex gro t	ner Mal ner Fen ıp at a	e nale n rate e	T = To # = Nu equal to	tal umber o <i>the Ad</i>	% = Perce justed A t	ntage				lerutiliz	ration is	s noted	l in			
	L	evel of	Goal Atta Goal Atta Goal Atta	ainmen	nt for 20	11:	Non-C 62.2 pe 68.1 pe	ercent															

							Po	orts	Age	ncy Di	rector:		Carol Newsor Connor		tate								
1 EEO CATEGORY		ACTUA	L WORK	(FORCE (ON 09/30/	2012	2		Adjusted Vailability	y%	B UN	DERUTILIZ	ATION	4			ND PROM /2011 - 09/			5	% OF Go	als Met Base Availabilit	ed on Adjuste y
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>30</u> %75.0	4		6 15.0			40	3.3	21.2	3.6	NO	6.2	3.6	2 66.7			1 33.3			3 100.0	YES	70.8%	0.0%
	# 12	2		13.0	2		28		<u> </u>	<u> </u>	NO	0.2	3.0	2	1		7			100.0	TES	70.6%	0.0%
E2	[#] 42.9	7.1		42.9	7.1		100.0	5.2	29.0	6.2	NO	NO	NO	20.0	10.0		70.0			100.0	YES	YES	YES
50	# 16	3	1	9		1	30	10.0	04.0	40.0													
E3	% 53.3	10.0	3.3	30.0		3.3	100.0	10.0	24.0	13.2	0.0	NO	13.2								YES	YES	0.0%
E4	# 24	22	2	6	16		70	22.3	16.8	17.3				5	3	1				9			
LT	% 34.3	31.4	2.9	8.6	22.9		100.0	22.0	10.0	17.5	NO	8.2	NO	55.6	33.3	11.1				100.0	YES	51.2%	YES
E5	# %							18.5	9.2	7.9													
E6	# 17	4		30	3	1	55	11.0	30.3	20.8				1			1			2			
E0	% 30.9	7.3		54.5	5.5	1.8	100.0	11.2	30.3	20.8	3.9	NO	15.3	50.0			50.0			100.0	65.2%	YES	26.4%
E7A and E7B	# 152	78	3	3		1	237	36.0	2.2	3.5				22	14		2			38			
	% 64.1	32.9	1.3	1.3		0.4	100.0	50.0	2.2	5.5	3.1	0.9	3.5	57.9	36.8		5.3			100.0	91.4%	59.1%	0.0%
E7C	# 12	1	1				14	24.3	6.5	7.1			• •	2						2			*
2.0	% 85.7	7.1	7.1				100.0	20	0.0		17.2	6.5	7.1	100.0						100.0	29.2%	0.0%	0.0%
	#																						
	%																						
NOTE:	See se	ection e	ntitled "	Underst	anding	the Re	port" for	a deta	ailed ex	planat	ion of ho	ow the ab	ove infor	mation w	as com	puted.							
LEGEN	D: WM = \	White Ma	ale	BM = B	lack Mal	e C	DM = Oth	ner Mal	е	T = To	tal	% = Perc	entage										
	WF = V	Nhite Fe	male	BF = B	ack Ferr	nale (OF = Oth	ner Fen	nale	# = N	umber												
	lf an a	gency	is not e	employi	ing any	race/s	ex grou	ıp at a	rate e	qual te	o the Ac	ljusted A	vailabili	y perce	ntage,	the und	derutiliz	ation i	s noted	l in			
	Colun	nn # 4.																					
	*No go	al estat	olished	becaus	e the ur	nderutili	zation is	s less t	than or	ne who	le perso	n.											
	- 0-																						
	L	evel of	Goal At	tainmer	nt for 20	10:	66.7 p	ercent															
				tainmer			65.1 p																
	L						68.1 p	•															

					Pr	obat	tion,	Par					ervice Thomas		epar	tmei	nt of						
										EEO	Officer:	Patrice	Boyd										
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjusteo vailability fied Labo	y% or Pool)		DERUTILIZ	4 ATION				ND PROM /2011 - 09			5		als Met Based Availability	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4 % 22.2	3 16.7	1 5.6	2 11.1	8 44.4		18 100.0	8.4	23.7	28.6	NO	12.6	NO	1 33.3	1 33.3			1 33.3		3 100.0	YES	46.8%	YES
	# 157	73	6	128	108	6	478			<u> </u>	NO	12.0	NU	29	8		20	27	1	85	TES	40.0%	TES
E2	% 32.8	15.3	1.3	26.8	22.6	1.3	100.0	20.1	20.7	19.8	4.8	NO	NO	34.1	9.4		23.5	31.8	1.2	100.0	76.1%	YES	YES
F2	# 3	4		5		2	14	74	20.0	44.4				2	1					3			
E3	% 21.4	28.6		35.7		14.3	100.0	7.4	30.9	14.4	NO	NO	14.4	66.7	33.3					100.0	YES	YES	0.0%
E5	# 1			44	27	3	75	10.9	38.9	24.2							7	1		8			
	% 1.3			58.7	36.0	4.0	100.0	10.0	00.0	2	10.9	NO	NO				87.5	12.5		100.0	0.0%	YES	YES
E6 and E8	# <u>1</u> % 33.3	1 33.3		1 33.3			3 100.0	22.7	21.1	14.7	NO		*								VEO	VEO	*
	% <u>33.3</u> 4	33.3		<u> </u>			100.0				NO	NO	14.7		-						YES	YES	0.0%
	# %									1											-		
	#																						
	%																						
	#									-													
	%																						
	#																						
	%									1													
NOTE: LEGEN	D: WM = V WF = V If an a Colun	White Ma White Fe gency nn # 4.	ale emale is not e	BM = B BF = B Employ	lack Mal lack Fen ing any	e (nale (r race/s	OM = Oth OF = Oth Sex grou	ner Mal ner Fen <i>Ip at a</i>	e nale <i>rate e</i>	T = To # = Nu equal to	tal umber o <i>the Ad</i>	% = Perce Ijusted A	ove inforn entage vailabilit j				derutili	zation is	s notec	t in			
	L	evel of evel of evel of	Goal At Goal At	tainmer	nt for 20 nt for 20	10: 11:	74.7 pe 82.4 pe 80.2 pe	ercent	nan or	ie who	le perso	n.											

							500			ncy Dir	ector: F	. K Land	ent of caster, J G, Wils	r. (Interin		cty							
1 EEO CATEGORY			-	FORCE	ON 09/30	-	2	(Quali	Adjuste vailabilit	y% or Pool)	_	DERUTILIZ	ATION	L		10/01	ND PROMO /2011 - 09/3	0/2012		5		ls Met Based Availability	/
E1	# 6	<u>вм</u> 5	OM	WF 1	BF 1	OF	TOTAL 13	BM 3.8	WF 29.5	BF 2.7	BM	WF	BF	WM 4	BM 3	OM	WF 1	BF 1	OF	TOTAL 9	BM	WF	BF
	% 46.2 # 17	38.5 11		7.7 20	7.7 9	1	100.0 58				NO	21.8	NO	44.4 3	33.3 3		11.1	11.1 2		100.0 8	YES	26.1%	YES
E2A	% 29.3	19.0		34.5	15.5	1.7	100.0	4.2	38.7	9.2	NO	4.2	NO	37.5	37.5			25.0		100.0	YES	89.1%	YES
E2B	# 236 % 80.5	40 13.7	7 2.4	5 1.7	5 1.7		293 100.0	20.6	8.5	3.0	6.9	6.8	1.3	45 75.0	12 20.0	1 1.7	1 1.7	1 1.7		60 100.0	66.5%	20.0%	56.7%
E2C	# 9	1	2.1	32	11	2	55	5.9	41.4	12.6	0.3	0.0	1.5	1	1	3	3	1		9	00.378	20.078	50.778
220	% 16.4 # 27	1.8 12	1	58.2 55	20.0 29	3.6 1	100.0 125			12.0	4.1	NO	NO	11.1 2	11.1 2	33.3	33.3 6	11.1 1		100.0 11	30.5%	YES	YES
E3	# <u>27</u> % 21.6	9.6	0.8	44.0	29	0.8	100.0	9.0	32.1	8.9	NO	NO	NO	18.2	18.2		54.5	9.1		100.0	YES	YES	YES
E4	# 556	65	16	26	8		671	15.1	8.9	3.2				55	3	1	5			64			
	% 82.9 #	9.7	2.4	3.9 20	1.2 13		100.0 33				5.4	5.0	2.0	85.9 1	4.7	1.6	7.8	1	1	100.0 3	64.2%	43.8%	37.5%
E5	%			60.6	39.4		100.0	0.7	71.8	10.8	0.7	11.2	NO	33.3				33.3	33.3	100.0	0.0%	84.4%	YES
E6	#			13 72.2	5 27.8		18 100.0	6.7	36.6	33.0	6.7	NO	* 5.2		1 20.0		1 20.0	2 40.0	1 20.0	5 100.0	0.00/	YES	0.4.0%
	% # 8	4	1	12.2	27.8		100.0				6.7	NO *	5.2	2	20.0		20.0	40.0	20.0	4	0.0%	YES *	84.2%
E7	% 61.5	30.8	7.7				100.0	33.8	7.5	2.5	3.0	7.5	2.5	50.0	50.0					100.0	91.1%	0.0%	0.0%
E8	# 4 % 40.0	3 30.0		1 10.0	2 20.0		10 100.0	24.1	15.8	14.4	NO	* 5.8	NO		1 50.0		1 50.0			2 100.0	YES	63.3%	YES
NOTE:			ntitled "l			the Re		a deta	ailed ex	planati			-	nation wa		ted.					120	00.070	120
LEGEN	D: WM = V	Vhite Ma	le	BM = BI	ack Mal		M = Oth			T = Tota	al %	= Percer	ntage										
		Vhite Fe			ack Ferr		DF = Oth			# = Nur					· · · · ·		(III (I						
	if an a 4	gency i	s not e	mpioyi	ng any	race/s	ex grou	p at a	rate e	quai to	the Aaj	usted A	vallabilit	y percen	tage, the	unaeru	tilizatior	i is note	a in Coi	umn #			
	*No go	al estat	lished l	becaus	e the ur	nderutili	zation is	s less t	han on	e whole	e person												
	0										·												
		evel of (Soal Att	ainmar	t for 20	10.	73.9 p	arcont															
		evel of (72.4 p																
		evel of 0					79.1 p																

								F				e Con	nmiss /n Boyd	ion									
												- Gwen Co											
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjusted vailability	y% or Pool)	_	DERUTILIZ	4 Ation				ND PROM /2011 - 09/			5		Availability	6 on Adjusted
	WM	BM	OM	WF 1	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>3</u> %50.0			16.7	2 33.3		6 100.0	4.2	26.3	6.5	4.2	9.6	NO								0.0%	63.5%	YES
	# 5			10.1	00.0	3	18				+.2	3.0	NO								*	00.070	120
E2	% 27.8			55.6		16.7	100.0	2.7	35.4	8.8	2.7	NO	8.8								0.0%	YES	0.0%
E3 and E5	# 1	1		2	1		5	7.5	52.5	22.8		*	*									*	*
	% 20.0	20.0		40.0	20.0		100.0	1.0	02.0	22.0	NO	12.5	2.8								YES	76.2%	87.7%
	#																		-				
	% #																						
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NOTE:				l la de nei		the Dev		م مامد	i iladau	i 	an af ha											<u> </u>	<u> </u>
					-								ove inform	nation w	vas com	iputea.							
LEGEN	D: WM = \				lack Ma		DM = Oth			T = To		% = Perce	entage										
		White Fe					OF = Oth			# = Nu													
			is not e	employ	ing any	race/s	ex grou	ıp at a	rate e	qual to	o the Ad	usted A	vailability	/ perce	ntage,	the und	lerutiliz	ation i	s noted	in			
	Colun																						
	*No go	oal estat	olished	becaus	e the ur	nderutili	zation is	s less	than or	e who	e persor).											
	L	evel of (Goal At	tainmer	nt for 20	10:	89.0 pe	ercent															
	L	evel of	Goal At	tainmer	nt for 20	11:	89.0 pe																
		evel of (75.3 pe																

													Office tes Scott	of									
												Doreen											
1 EEO CATEGORY		ACTU	AL WORK	FORCE	ON 09/30	/2012	2		Adjuste vailabilit	y%	8 UN	DERUTILIZ	4 ATION				ND PROM /2011 - 09			5	% OF Goa	ls Met Basec Availability	6 I on Adjusted
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>3</u> % 27.3	1 9.1		6 54.5	1 9.1		11 100.0	6.1	21.7	6.4	NO	NO	NO								YES	YES	YES
E2	# <u>18</u> % 40.9	3 6.8	2 4.5	19 43.2	1 2.3	1 2.3	44 100.0	5.7	34.6	11.8	NO	NO	9.5	4 40.0	2 20.0		2 20.0	1 10.0	1 10.0	10 100.0	YES	YES	19.5%
E3	# 7 % 87.5			1 12.5			8 100.0	3.3	28.6	16.3	3.3			1 100.0						1 100.0	*		
	#			3			3	0.0	64.0	00.0	3.3	16.1	16.3	100.0			1			100.0	0.0%	43.7%	0.0%
E5	%			100.0			100.0	0.2	61.0	20.8	0.2	NO	20.8				100.0			100.0	0.0%	YES	0.0%
E6	# %			1 100.0			1 100.0	1.3	61.0	20.8	1.3	NO	20.8								• 0.0%	YES	* 0.0%
	#																						
	#																						
	#								1														
	#																						
NOTE: LEGEN	D: WM = \ WF = \ If an a Colum	White Ma White Fe gency In # 4.	ale emale is not e	BM = B BF = Bl employi	lack Ma ack Fer i ng any	le (nale (<i>race/s</i>	OM = Oth OF = Oth S ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale n <i>rate e</i>	T = To # = Nu equal to	tal umber	% = Perce <i>justed A</i>	ove inforn entage vailabilit y				derutiliz	zation i	s noted	d in			
	L	evel of	Goal At	tainmer tainmer tainmer	nt for 20)11:	75.8 p 74.7 p 76.3 p	ercent															

								ç		- gency	Directo	nt of r: James	F. Etter	nue									
										EEO	Officer:	Cynthia	Gore										
1 EEO CATEGORY					ON 09/30/		2	(Qual	Adjusted Vailability	y% or Pool)		DERUTILIZ				10/01	ND PROM /2011 - 09	/30/2012		5		Availability	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>17</u> % 53.1	2 6.3	1 3.1	11 34.4	1 3.1		32 100.0	5.7	33.5	9.4		NO	<u> </u>				1 100.0			1 100.0	VEO	VEO	22.00/
	% 53.1 # 142	0.3 22	6	34.4 160	3.1 77	6	413				NO	NO	6.3	27	6	2	24	21	1	81	YES	YES	33.0%
E2	# <u>142</u> % 34.4	5.3	1.5	38.7	18.6	1.5	100.0	5.2	38.2	15.6	NO	NO	NO	33.3	7.4	2.5	29.6	25.9	1.2	100.0	YES	YES	YES
	# 26	9	5	13	9	1.0	63				NO	NO	NO	9	2	2.0	2	3	1.2	18	TLO	120	TLO
E3	% <u>41.3</u>	14.3	7.9	20.6	14.3	1.6	100.0	7.5	34.3	12.8	NO	13.7	NO	50.0	11.1	11.1	11.1	16.7		100.0	YES	60.1%	YES
	# 11	5		42	35	1	94	0.0	44.0	00.4		*		4	2		2	6		14		*	
E5	% 11.7	5.3		44.7	37.2	1.1	100.0	2.6	44.8	26.4	NO	0.1	NO	28.6	14.3		14.3	42.9		100.0	YES	99.8%	YES
E6	# 11	10		48	36	1	106	4.8	37.8	28.4				4	4		9	3		20			
L0	% 10.4	9.4		45.3	34.0	0.9	100.0	4.0	57.0	20.4	NO	NO	NO	20.0	20.0		45.0	15.0		100.0	YES	YES	YES
	# %																						
	#																						
	#																						
	%																						
	# %																						
NOTE: LEGEN	D: WM = ' WF = ' If an a Colum	White Ma White Fe agency Inn # 4.	ale emale is not e	BM = B BF = B employ	lack Mal lack Fen ing any	e (nale (race/s	DM = Oth DF = Oth ex grou	ner Mal ner Fer ip at a	e nale n <i>rate e</i>	T = To # = Nu qual to	tal umber o <i>the Ad</i>	w the abo % = Perce Ijusted A	entage				derutiliz	zation is	s noted	d in			
	L	evel of evel of evel of	Goal At Goal At	tainmer	nt for 20 nt for 20	10: 11:	96.8 pe 91.3 pe 92.9 pe	ercent		ie who	e persoi	n.											

							San	tee	Ag	ency [Director	: Lonnie	N. Carte	r	nority	/)							
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjusted Adjusted Availability	d y%	3	Illiam Gie	en Brown	1 4			ND PROM /2011 - 09/			5	% OF Go	als Met Base Availabilit	ed on Adjuste y
	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 % 76.9	1 3.8		5 19.2			26 100.0	3.5	16.2	3.6	NO	NO	* 3.6								YES	YES	0.0%
E2	# 299 % 58.9	33 6.5	6 1.2	139 27.4	27 5.3	4 0.8	508 100.0	6.3	12.9	2.9	NO	NO	NO	27 75.0	1 2.8		8 22.2			36 100.0	YES	YES	YES
F 2	# 101	13		30	9	1	154		40.0	5.0	110	NO	NO	3	1		2			6	120	120	120
E3	% 65.6	8.4		19.5	5.8	0.6	100.0	8.0	16.0	5.0	NO	NO	NO	50.0	16.7		33.3			100.0	YES	YES	YES
E6	# 33	16	1	106	24	1	181	6.6	51.8	9.9				1	3		7			11			
	% 18.2 # 663	8.8 173	0.6 5	58.6 23	13.3 22	0.6 2	100.0 888				NO	NO	NO *	9.1 44	27.3 13	1	63.6 1	1		100.0 60	YES	YES	YES
E7	# 003 % 74.7	19.5	0.6	2.6	2.5	0.2	100.0	13.1	2.9	2.6	NO	0.3	0.1	73.3	21.7	1.7	1.7	1.7		100.0	YES	89.7%	96.2%
E8	# <u>6</u> % 17.1	15 42.9		9 25.7	5 14.3		35 100.0	20.5	13.3	12.3					2 66.7		1 33.3			3 100.0	N/50		
	% 17.1 #	42.9		25.7	14.3		100.0				NO	NO	NO		66.7		33.3			100.0	YES	YES	YES
	%																						
	# %																						
	#																						
NOTE:	% See se	oction e	ntitled "	l Inderst	andina	the Re	port" for	a det	i ailad av	i mlanat	ion of he	w the ab	ove inforr	nation w	las com	nuted							
LEGENI	D: WM = \ WF = \	Nhite Ma Nhite Fe gency (ale emale	BM = B BF = Bl	lack Mal ack Ferr	e C nale (OM = Oth OF = Oth	ner Mal ner Fer	e nale	T = To # = Ni	tal umber	% = Perce					lerutiliz	ation is	s notec	d in			
	L	evel of	Goal At	becaus tainmen tainmen	it for 20	10:	2ation is 99.1 p 99.4 p	ercent		ne who	le perso	n.											

											jency [Director		ammond										
1 EEO CATEGORY			ACTUA	AL WORK	FORCE (ON 09/30	/2012	2		Adjusted vailability	3 d y%	3	Cynthia DERUTILIZ	4				ND PRON /2011 - 09			5	% OF Goa	ls Met Basec Availability	6 on Adjusted
		٧M	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1		1 5.0			3 75.0			4	3.4	29.6	4.5	3.4	NO	*								* 0.0%	YES	* 0.0%
		5.0 1			75.0	1		9				3.4	NU	4.5		-		1			1	0.0%	TES	0.0%
E2	* % 1 [·]				77.8	11.1		100.0	7.3	32.3	12.4	7.3	NO	1.3		1		100.0			100.0	0.0%	YES	89.5%
55		2			6	3	1	12	0.0	50.0	40.0	110	*		1	1		2		1	5	*	*	00.070
E5 and E6	% 16	6.7			50.0	25.0	8.3	100.0	3.8	53.6	16.8	3.8	3.6	NO	20.0	20.0		40.0		20.0	100.0	0.0%	93.3%	YES
	#																							
	% #							-			<u> </u>													
	#																					1		
	#																							
	70 #																							
	# %																					1		
	#																							
	%										<u> </u>													
	#																					-		
NOTE: LEGENI	D: WI WF If a Co	M = M ⁼ = V an ag olum	Vhite Ma Vhite Fe gency (n # 4.	ale emale is not e	BM = B BF = B Employi	lack Ma lack Fer ing any	le (nale / race/s	OM = Oth OF = Oth sex grou	ner Mal ner Fen <i>Ip at a</i>	e nale n <i>rate e</i>	T = To # = Nu equal to	tal umber	% = Perce I justed A	ove inforn entage vailabilit j				derutiliz	zation i	s notec	f in			•
		Le	evel of	Goal At	tainmer tainmer tainmer	nt for 20)11:	100.0 97.9 p 96.6 p	ercent															

						S	Socia	I Se	A	gency	Directo	or: Lillian	B. Koller	-	e 1 of	⁻ 2)							
1 EEO CATEGORY		ACTU	AL WORK	FORCE	ON 09/30/	2012	2		Adjuste vailabilit	ty%	3 UN	IDERUTILIZ	4 ATION				ND PROM /2011 - 09			ŧ	% OF Go	als Met Base Availabilit <u>y</u>	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# <u>21</u> % 30.9	2 2.9		29 42.6	16 23.5		68 100.0	4.1	33.2	8.2	1.2	NO	NO	3 18.8	2 12.5		6 37.5	5 31.3		16 100.0	70.7%	YES	YES
E1B	# <u>17</u> % 24.6	4 5.8		33 47.8	15 21.7		69 100.0	6.7	43.5	17.7	0.9	*	-	2 20.0	10.0		6 60.0	1 10.0		100.0 10 100.0	,	*	
E2 and E2A	# 59	40		75	202		376	4.3	4.5	14.4	0.9	NO	NO	12	5	2	12	13	2	46	86.6%	YES	YES
EZ and EZA	% 15.7	10.6		19.9	53.7		100.0	4.3	4.5	14.4	NO	NO	NO	26.1	10.9	4.3	26.1	28.3	4.3	100.0	YES	YES	YES
E2B	# <u>31</u> % 11.9	20 7.7	1 0.4	65 25.0	140 53.8	3 1.2	260 100.0	5.1	37.2	29.4	NO	12.2	NO	8 9.5	7 8.3		42 50.0	27 32.1		84 100.0	YES	67.2%	YES
	# 70	92	0.4	261	675	5	1103				NU	12.2	NO	9.3 17	14		78	99	4	212	TES	07.2%	TES
E2C	% 6.3	8.3		23.7	61.2	0.5	100.0	5.1	40.2	33.2	NO	16.5	NO	8.0	6.6		36.8	46.7	1.9	100.0	YES	59.0%	YES
E3	# 21	3	1	15	9	1	50	5.0	28.1	0.3				3	2		1	2		8			
	% 42.0	6.0	2.0	30.0	18.0	2.0	100.0				NO	NO	NO	37.5	25.0		12.5	25.0		100.0	YES	YES	YES
E5A	# <u>12</u> % 4.2	13 4.5		127 44.3	130 45.3	5 1.7	287 100.0	5.0	56.9	20.6	0.5	12.6	NO	2 6.9			18 62.1	9 31.0		29 100.0	90.0%	77.9%	YES
5-5	# 3			65	60		128			40.7	0.0	12.0	110	2	4		24	28	1	59	00.070	11.570	120
E5B	% 2.3			50.8	46.9		100.0	4.4	32.4	43.7	4.4	NO	NO	3.4	6.8		40.7	47.5	1.7	100.0	0.0%	YES	YES
E6A	# 5	4		75	81	1	166	1.0	69.0	15.7				1	1		15	16	2	35			
	% 3.0	2.4		45.2	48.8	0.6	100.0			1	NO	23.8	NO	2.9	2.9		42.9	45.7	5.7	100.0	YES	65.5%	YES
NOTE:					-					•		ow the ab		nation w	as com	puted.							
LEGEN	D: WM = \				lack Mal		OM = Oth			T = To		% = Perce	entage										
		Nhite Fe			ack Fen		OF = Oth			# = N		Kuntad A							4				
		• •	is not e	empioyi	ng any	race/s	ex grou	ip at a	rate e	equal to	o the Ad	ljusted A	vallabilit	y perce	ntage, i	ne uno	ierutiliz	ation	s noted	a in			
	Colun																						
	*No go	al estal	olished	becaus	e the ur	Iderutili	zation is	s less	than or	ne who	le perso	n.											
	L	evel of	Goal At	tainmer	nt for 20	10:	93.4 pe	ercent															
	L	evel of	Goal At	tainmer	nt for 20	11:	88.7 pe	ercent															
	1.	evel of	Goal At	tainmar	t for 20	12.	91.6 pe																

						S	Socia	l Se	A	gency	Director		n t of (B. Koller . Lance		e 2 o	f 2)							
1 EEO CATEGORY					ON 09/30/		2	(Qual	Adjusteo vailability	y% or Pool)		DERUTILIZ		L		10/01	ND PROM /2011 - 09	/30/2012		5		Availability	
E6B	# 4 % 6.6	BM 5 8.2	OM	WF 30 49.2	BF 22 36.1	OF	TOTAL 61 100.0	вм 5.6	WF 47.6		BM NO	WF NO	BF NO	WM 1 33.3	BM	OM	WF	BF 1 33.3	OF 1 33.3	TOTAL 3 100.0	BM YES	WF YES	BF
E8	# 1 % 100.0						1 100.0	49.1	0.0	0.0	* 49.1	0.0	0.0								* 0.0%		
	# % #																						
	% #																						
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	#%																						
	# %																						
NOTE: LEGENI	D: WM = V WF = V If an a Colun	White Ma White Fe gency Inn # 4.	ale emale is not e	BM = B BF = B employ	lack Mal lack Fen <i>ing any</i>	e (nale r ace/s	DM = Oth OF = Oth Sex grou	ner Mal ner Fen <i>Jp at a</i>	e nale F rate e	T = To # = Nu equal to	tal umber	% = Perce <i>justed A</i>	ove inforr entage vailabilit				derutiliz	zation i	s notec	1 in			
	L	evel of	Goal At	tainmer	nt for 20 nt for 20 nt for 20	11:	93.4 p 88.7 p 91.6 p	ercent															

1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjusted vailability	y%	UN	DERUTILIZ	ATION	4			ND PROM /2011 - 09			5	% OF Goa	als Met Base 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	# <u>1</u> % 4.8	11 52.4	1 4.8		8 38.1		21 100.0	5.9	37.6	11.6	NO	37.6	NO		3 75.0			1 25.0		4 100.0	YES	0.0%	YES
	# 2	10			10		24				NO	57.0	NO		75.0			23.0		100.0	TES	0.0%	TES
C2	% 8.3	41.7	8.3		41.7		100.0	13.6	29.1	16.0	NO	29.1	NO								YES	0.0%	YES
C3	# 13	14	7	4	5	1	44	14.5	29.0	14.5													
03	% 29.5	31.8	15.9	9.1	11.4	2.3	100.0	14.5	29.0	14.5	NO	19.9	3.1								YES	31.4%	78.6%
C4	# 10	16	3	6	19	5	59	10.8	33.4	15.8													
	% 16.9 # 8	27.1 23	5.1 7	10.2 9	32.2 32	8.5 2	100.0 81				NO	23.2	NO	2	3		1	2		8	YES	30.5%	YES
C5	# 0 % 9.9	28.4	8.6	11.1	39.5	2.5	100.0	8.3	37.0	16.3	NO	25.9	NO	25.0	37.5		12.5	25.0		100.0	YES	30.0%	YES
00	# 8	9	1	2	14		34	<u>с</u> г	20.0	40.0													
C6	% 23.5	26.5	2.9	5.9	41.2		100.0	6.5	38.2	12.3	NO	32.3	NO								YES	15.4%	YES
C7	#	3		1	15		19	6.1	57.1	16.2											l		
01	%	15.8		5.3	78.9		100.0	0.1	07.1	10.2	NO	51.8	NO								YES	9.3%	YES
C8	# 1	3					4	8.2	38.9	12.1			*	'									
	% <u>25.0</u> # 10	75.0 34	1	1	17		100.0				NO	38.9	12.1								YES	0.0%	0.0%
C9	# <u>10</u> % 15.9	34 54.0	1.6	1.6	27.0		63 100.0	8.3	22.3	7.0	NO	20.7	NO								YES	7.2%	YES
NOTE:			-			the Rei		a det	ulad av	nlanat		ow the ab		mation v	vas com	nuted					115	1.2/0	TLS
	D: WM = \				lack Mal		DM = Oth			T = To		% = Perce		nation v		puleu.							
LEGEN		White Fe					OF = Oth			# = Nu			anaye										
												ljusted A	vailahilit	w nerce	ntano t	ho unc	lorutiliz	ration is	noted	in			
	Colun		13 1101 0	inployi	ng any	1400/3	ex giot	ip at a	Tale e	yuur it	, and At	jusicu A	vanabini	y perce	intage, t	ine une	Ci utiliz	anon is	noteu				
			aliahad	hoonuo	o tho ur	dorutili	zotion i		than an		e perso	~											
	NO GC	al esta	Jiisheu	Decaus	e ine ui	lueruum	Zation	5 1855	linari ori		e perso	1.											
			· ·	tainmer		-	71.5 pe																
	L	evel of	Goal At	tainmer	nt for 20	11:	71.2 pe	ercent															

1							2		Adjusted			Anna D.	4			HIRES A	ND PROM	OTIONS -		5 %	6 OF Goal	ls Met Based	d on Adjus
EEO CATEGORY		ACTUA	AL WORK	(FORCE (ON 09/30/	2012			vailability		UN	DERUTILIZ	ATION			10/01	/2011 - 09/	30/2012				Availability	1
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF TOT		BM	WF	BF
E2	# <u>3</u> %2.3	27 20.6	2 1.5	3 2.3	92 70.2	4 3.1	131 100.0	8.9	35.4	18.1	NO	33.1	NO	1 16.7	3 50.0	1 16.7		1 16.7	6 100		YES	6.5%	YES
	# 3	8	1.5	2.0	21	5.1	33				NO	33.1	NO	10.7	50.0	10.7		10.7	100	.0 1	IE3	0.3%	TES
E3	% 9.1	24.2	3.0		63.6		100.0	9.5	30.0	14.2	NO	30.0	NO	100.0					100	.0 Y	YES	0.0%	YES
Γ4	# 1	17		1	4	1	24	14.0	16.0	5.9													1
E4	% 4.2	70.8		4.2	16.7	4.2	100.0	14.2	16.0	5.9	NO	11.8	NO							Y	YES	26.3%	YES
E5	#	2		1	31		34	7.2	44.0	19.9		e .						1	1		*		
20	%	5.9		2.9	91.2		100.0				1.3	41.1	NO					100.0	100		1.9%	6.6%	YES
E6	#	3 6.5		2 4.3	41 89.1		46	4.8	47.4	20.9		10.4	NO					3 100.0	3			0.40/	VEO
	∽ # 1	0.5 2		4.3	09.1						NO	43.1	NO		1			100.0	2		YES	9.1%	YES
E7	# 1 % 33.3	66.7	-				3 100.0	12.1	13.8	8.3	NO	13.8	8.3		50.0			50.0	100		YES	0.0%	0.0%
	78 33.3 #	10		1	8		100.0				NU	13.0	0.3		1			1	2		TES	0.0%	0.0%
E8	# %	52.6		5.3	42.1		100.0	18.3	20.3	19.7	NO	15.0	NO		50.0			50.0	100		YES	26.1%	YES
	#	02.0		0.0	-12.1		100.0				NO	13.0	NO		00.0			00.0	100	.0 1	IL0	20.170	110
	%																						
	#																						1
	%																						
NOTE:	See se	ection e	ntitled "	Underst	tanding	the Re	port" for	a deta	ailed ex	planati	ion of ho	w the ab	ove inform	nation w	as com	puted.							-
LEGEN	D: WM =	White Ma	ale	BM = B	lack Mal	e (OM = Oth	ner Mal	е	T = Tot	tal	% = Perce	entage										
		White Fe		BF = B	lack Ferr	nale	OF = Oth	ner Fen		# = Nu			0										
	lf an a	aencv	is not e	emplov	ina anv	race/s	ex arou	ıp at a	rate e	aual to	o the Ac	liusted A	vailabilit	v perce	ntage.	the und	lerutiliz	ation is	noted in				
		nn # 4.					J			,		,		,	j -, -								
		bal estat	alichod	bocous	o tho ur	dorutil	ization i		than on			n											
	NO G	Jai estai	Jiisheu	Decaus	e ille ul	luerutii	Zation	5 1633 1	unan on		le perso												
	L	evel of	Goal At	tainmer	nt for 20	10:	71.5 pe	ercent															
	L	evel of	Goal At	tainmer	nt for 20	11:	71.2 pe	ercent															

					Те	chn	ical &	& Co	Age	ncy Di	irector:	Dr. Darre	catio el W. Sta Peacock		ate E	Boar	d for	•					
1 EEO CATEGORY			AL WORK	FORCE			2	(Qual	Adjuste Availabilit lified Lab	d y% or Pool)	B UN	DERUTILIZ	4 ATION	ł		10/01	ND PRON /2011 - 09			5		Availability	
E1	#	BM	ом 1 14.3	WF 4 57.1	BF 2 28.6	OF	TOTAL 7 100.0	BM 4.2	WF 42.0		BM ,	WF NO	BF NO	WM	BM	OM	WF	BF	OF	TOTAL	BM * 0.0%	YES	BF YES
E2	# 7 % 18.4	1 2.6	1 2.6	22 57.9	6 15.8	1 2.6	38 100.0	6.2	33.6	8.9	3.6	NO	NO	1 12.5			6 75.0		1 12.5	8 100.0	41.9%	YES	YES
E3, E5, and E6	# 4 % 21.1 #	1 5.3	1 5.3	11 57.9	2 10.5		19 100.0	2.7	51.9	13.2	NO	NO	2.7					1 100.0		1 100.0	YES	YES	* 79.5%
	# #																				1		
	% #																						
	% #							-															
	% #																						
	# %																						
NOTE: LEGEN	D:WM = WF = If an a Colur	White Ma White Fe agency mn # 4.	ale emale <i>is not e</i>	BM = B BF = B employ	lack Ma lack Fer <i>ing any</i>	le (nale / race/s	OM = Oth OF = Oth Sex grou	her Mal her Fer up at a	le nale a <i>rate e</i>	T = To # = Nu equal to	tal umber	% = Perce Ijusted A	ove inforn entage vailabilit				derutiliz	zation i	s notec	t in			
	l	_evel of _evel of _evel of	Goal At	tainmer	nt for 20)11:	84.1 p 91.5 p 90.2 p	ercent															

													Colleg										
									Pr€			A. Wins Sylvia I	sor, PH.E Bvrd)									
1 EEO CATEGORY				(FORCE (2	(Qual	Adjuste vailabilit	3 d y% or Pool)	B UNE	DERUTILIZ	4 ATION			10/01	/2011 - 09			5		Availability	6 on Adjusted
	# 1	BM	OM	WF 2	BF	OF	TOTAL 3	BM	WF	BF	BM *	WF	BF *	WM	BM	OM	WF	BF	OF	TOTAL	BM *	WF	BF *
T1	% 33.3			66.7			100.0	3.7	47.8	15.2	3.7	NO	15.2								0.0%	YES	0.0%
T2, T3, T4, and T5	# <u>30</u> % 44.8	2 3.0	1 1.5	18 26.9	13 19.4	3 4.5	67 100.0	3.5	37.0	12.3	* 0.5	10.1	NO	2 25.0			2 25.0	4 50.0		8 100.0	* 85.7%	72.7%	YES
	# 13	2	1.5	20.3	7	4.0	47	0.0	04.0	40.0	0.5	10.1	NO	23.0	1		3	30.0		6	03.776	12.170	TES
E2 and E3	% 27.7	4.3		53.2	14.9		100.0	8.0	34.8	13.2	3.7	NO	NO	33.3	16.7		50.0			100.0	53.8%	YES	YES
E5 and E6	# <u>1</u> %4.3	1 4.3		11 47.8	10 43.5		23 100.0	1.1	56.1	20.6	NO	8.3	NO				4 80.0	1 20.0		5 100.0	YES	85.2%	YES
F7	# 1	1	1	47.0	40.0		3		7.0	7.0	NO	0.3	*			1	00.0	20.0		100.0	TES	* 03.270	163
E7 and E8	% 33.3	33.3	33.3				100.0	22.0	7.8	7.0	NO	7.8	7.0			100.0				100.0	YES	0.0%	0.0%
	#																						
	70 #																						
	%																				-		
	#																						
	% #																						
	%																				-		
NOTE: LEGENI	See se D: WM = V			Underst BM = B	-		port" for DM = Oth			cplanat T = To		w the abo % = Perce	ove inforn entage	nation w	as con	nputed.	<u>.</u>					7	
	WF =	White Fe	emale	BF = B	ack Fer	nale	OF = Otł	ner Fen	nale	# = Nu	umber												
		ngency nn # 4.	is not e	employi	ing any	race/s	ex groı	ıp at a	rate e	qual to	o the Adj	iusted A	vailabilit	y perce	ntage,	the und	lerutiliz	zation i	s noted	d in			
	*No go	oal estal	blished	becaus	e the ui	nderutili	zation is	s less t	than or	ne who	le persor	ı .											
			O I A4	•••		10.	00.0 -																
		evel of evel of				-	92.6 p 91.6 p																
		evel of					90.7 p																
							. . p.																

							C	Cent		Pre	sident: -	Techi Tim Haro Ronalda		Colle	ege								
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjuste vailabilit	d y% or Pool)	3 UN	DERUTILIZ	4				ND PROM /2011 - 09			5	% OF Goal	s Met Basec Availability	6 I on Adjusted
T1 and T2	# %	BM	OM	WF 5 100.0	BF	OF	TOTAL 5 100.0	<u>ВМ</u> 4.7	WF 41.4	BF 11.3	BM *	WF NO	BF *	WM	BM	OM	WF	BF	OF	TOTAL	BM * 0.0%	WF YES	BF *
T3 and T4	# 44 % 40.0	2 1.8		52 47.3	10 9.1	2 1.8	110 100.0	3.0	33.9	4.4	1.2	NO	NO	3 27.3			3 27.3	3 27.3	2 18.2	11 100.0	60.0%	YES	YES
T5 and E2	# 10 % 23.8 # 5	2 4.8		19 45.2 14	11 26.2 4	1	42 100.0 24	6.8		18.5	2.0	NO	NO	1 9.1	1 9.1		5 45.5 4	4 36.4		11 100.0 4	* 70.6%	YES	YES
E3, E4, and E5	# <u>3</u> % 20.8 #			58.3 11	4 16.7 5	4.2	100.0 17	6.0		9.2	6.0	NO	NO				4 100.0 1	1	1	4 100.0 3	0.0%	YES	YES
E6 E7 and E8	% # 8	2		64.7 1	29.4 3	5.9	100.0 14	3.8 21.5		26.1 2.7	3.8	NO	NO				33.3	33.3 1	33.3	100.0 1	0.0%	YES	YES
	% 57.1 #	14.3		7.1	21.4		100.0	21.5	0.8	2.1	7.2	NO	NO					100.0		100.0	66.5%	YES	YES
	%																						
	% #																-				 		
NOTE: LEGEN	D: WM = ' WF = <i>If an a</i> <i>Colun</i> *No go	White Ma White Fe agency nn # 4.	ale emale <i>is not e</i> blished	BM = B BF = B employ becaus	lack Mal lack Ferr ing any e the ur	e C nale () a race/s nderutili	OM = Oth OF = Oth S ex grou	ner Mal ner Fen <i>up at a</i> s less t	e nale r ate e than or	T = To # = Nu equal to	tal umber	% = Perce I justed A	vailabilit				lerutiliz	zation i	s notec	l in			•
		evel of evel of	· ·				89.0 p 86.5 p		· ·	ted)													

										y Direc	tor: Dr.	hnica Joann B Tonya T	oyd-Sco										
1 EEO CATEGORY					ON 09/30/		2	(Qual	Adjuste vailabilit	3 d y% or Pool)	UN	DERUTILIZ	4 Ation	ł		10/01	ND PROM /2011 - 09	/30/2012		5		Availability	
T1 and T2	# %	ВМ 2 50.0	ом 1 25.0	WF	BF 1 25.0	OF	TOTAL 4 100.0		WF 15.1	BF 26.7	BM NO	WF *	BF *	WM	BM	OM	WF	BF	OF	TOTAL	BM YES	WF *	BF * 93.6%
T3 and T4	# <u>3</u> % 8.6	8 22.9	2 5.7	3 8.6	16 45.7	3 8.6	35 100.0	21.6	14.3	19.2	NO	5.7	NO				3 75.0		1 25.0	4 100.0	YES	60.1%	YES
E2	# %	9 47.4	1	6	10 52.6 20		19 100.0		18.2		NO	18.2	NO		2 100.0	1				2 100.0	YES	0.0%	YES
E3, E5, and E6	# 1 % 3.4 #	1 3.4 6	3.4	6 20.7	20 69.0 4		29 100.0 10		45.0		1.4	24.3	NO		3	100.0		1		1 100.0 4	70.8%	46.0%	YES
E4, E7, and E8	#	60.0			40.0		100.0	29.2	4.4	14.5	NO	4.4	NO		75.0			25.0		100.0	YES	0.0%	YES
	% #																				ļ		
	% #																						
	% #																						
NOTE:	% See se	ection e	ntitled "	Unders	tanding	the Re	port" for	a deta	ailed ex	planat	ion of ho	ow the abo	ove inform	nation w	vas com	puted.							
LEGENI	D: WM = V		ale	BM = B	lack Mal lack Fen	e C	DM = Oth OF = Oth	ner Mal	е	T = To # = Nu	tal	% = Perce											
	lf an a											ljusted A	vailability	y perce	ntage,	the und	lerutiliz	ation i	s notec	l in			
			olished	becaus	e the ur	nderutili	zation is	s less t	than or	ne who	e perso	n.											
	L	evel of evel of evel of	Goal At	tainmei	nt for 20	11:	85.1 pe 80.3 pe 82.4 pe	ercent															

							Flo	oren	ice [Pres	ident: C	n Tec harles G		l Co	llege	•							
1 EEO CATEGORY		ACTU	AL WORK	FORCE	ON 09/30,	/2012	2		Adjuste vailabilit	3 d y%		DERUTILIZ	4				ND PRON /2011 - 09			5	% OF Goa	ls Met Basec Availability	6 I on Adjusted
T1, T2, and E1	# 7 % 58.3	BM 1 8.3	OM	WF 3 25.0	BF 1 8.3	OF	TOTAL 12 100.0	вм 8.5	WF 34.7	BF 16.3	ВМ 0.2	WF 9.7	BF * 8.0	WM	BM	OM	WF 1 100.0	BF	OF	TOTAL 1 100.0	BM * 97.6%	WF 72.0%	BF * 50.9%
T3, T4, and T5	# 42 % 40.4	3 2.9	4 3.8	37 35.6	17 16.3	1 1.0	104 100.0	7.8	30.1	11.0	4.9	NO	NO	4 23.5	1 5.9		8 47.1	4 23.5		17 100.0	37.2%	YES	YES
E2	# 13 % 19.7 # 1	5 7.6 2		27 40.9 21	20 30.3 9	1 1.5 1	66 100.0 34	8.7	36.6	20.8	1.1	NO	NO	3 14.3	4 19.0		5 23.8 1	9 42.9		21 100.0	87.4%	YES	YES
E5 and E6	" <u>2.9</u> # 19	5.9 7		61.8 4	26.5	2.9	100.0 30	5.2		26.6	NO	NO *	0.1	4			100.0			100.0 4	YES	YES *	99.6%
E3, E7, and E8	% 63.3 #	23.3		13.3			100.0	23.1	14.7	17.6	NO	1.4	17.6	100.0						100.0	YES	90.5%	0.0%
	%																						
	%																						
	#%																						
NOTE: LEGEN	D:WM= WF= Ifana Colun	White Ma White Fe agency nn # 4.	ale emale is not e	BM = B BF = B employ	lack Mal lack Fen <i>ing any</i>	le (nale / race/s	OM = Oth OF = Oth Sex grou	ner Mal ner Fen <i>Ip at a</i>	e nale I <i>rate e</i>	T = Tot # = Nu equal to	tal ımber	% = Perce <i>justed A</i>	ove inform entage vailability				derutiliz	zation is	s noted	l in			-
	L	evel of evel of evel of	Goal At	tainmer	nt for 20)11:	80.4 p 81.3 p 82.3 p	ercent															

								G	reer				al Col	lege									
									E			r. Keith Susan M											
1 EEO CATEGORY		ACTU	AL WORK	FORCE (ON 09/30/	/2012	2		Adjusted Vailability	d y%	3 UN	DERUTILIZ		4			ND PROM /2011 - 09			5	% OF Go	als Met Base Availabilit	d on Adjusted /
	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	# <u>15</u> % 34.1	3 6.8	1 2.3	19 43.2	6 13.6		44	4.4	40.2	6.3	NO	NO	NO	4 50.0		1 12.5	2 25.0	1 12.5		8 100.0	YES	YES	YES
T3 and T4	# 126	9	4	184	22	8	353	1.8	35.2	4.0	1			16		1	25	4	3	49		1	
	% 35.7 # 27	2.5 7	1.1	52.1 79	6.2 28	2.3 3	100.0 144				NO	NO	NO	32.7 6	2	2.0	51.0 11	8.2 4	6.1	100.0 23	YES	YES	YES
T5 and E2	% <u>18.8</u>	4.9		54.9	19.4	2.1	100.0	3.8	40.9	7.8	NO	NO	NO	26.1	8.7		47.8	17.4		100.0	YES	YES	YES
E3, E4, and E5	# 24 % 26.4	4	2	42 46.2	18 19.8	1 1.1	91 100.0	4.3	51.0	6.4	NO	1.0		4	1 5.3		12 63.2	1 5.3	1 5.3	19 100.0	VE0	00.00/	VE0
E6	% <u>20.4</u> #	4.4	2.2	18	7	1.1	25	0.5	78.9	6.6	NO	4.8	NO	21.1	5.5		2	5.5	5.5	2	YES	90.6%	YES
E0	%			72.0	28.0		100.0	0.5	70.9	0.0	0.5	6.9	NO				100.0			100.0	0.0%	91.3%	YES
E7 and E8	# <u>30</u> % 65.2	4 8.7	2 4.3	4 8.7	6 13.0		46 100.0	10.5	13.8	5.2	1.8	5.1	NO	1 50.0	1 50.0					2 100.0	82.9%	63.0%	YES
	#																						
	%																					-	
	# %																						
	#																					1	1
NOTE:	%												. ,										
-	See se D: WM = V				anding lack Mal		port" for DM = Oth			cplanat T = To		w the ab % = Perc	ove infor	mation w	as com	puted.							
LEGEN		White Fe					OF = Oth			# = N		% = Feic	entage										
	lf an a	gency	is not e	employi	ing any	race/s	ex grou	ıp at a	rate e	qual te	o the Ac	ljusted A	vailabilit	y perce	ntage,	the und	derutiliz	zation i	s noted	d in			
	Colum	nn # 4.																					
	*No go	al esta	blished	becaus	e the ur	nderutil	ization is	s less	than or	ne who	le perso	n.											
	L	evel of	Goal At	tainmer	nt for 20	10:	95.7 p	ercent															
				tainmer			96.3 p																
	L	evel of	Goal At	tainmer	nt for 20	12:	95.7 p	ercent															

							H	orry					nnical le Wilsor		ege								
										EEO	Officer:	Judy W	ooten										
1 EEO CATEGORY					ON 09/30/		2	(Quali	Adjusteo vailability fied Labo	y% or Pool)		DERUTILIZ				10/01	ND PROM /2011 - 09/	/30/2012		5		Availability	
	WM	BM 1	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# <u>5</u> % 45.5	9.1		5 45.5			11 100.0	10.9	42.3	14.3	1.8	NO	14.3								83.5%	YES	0.0%
	# 60	4	2	75	7	3	151				1.0	NO	14.5	4	1		10			15	03.376	TLS	0.078
T3 and T4	% 39.7	2.6	1.3	49.7	4.6	2.0	100.0	1.6	36.7	2.2	NO	NO	NO	26.7	6.7		66.7			100.0	YES	YES	YES
T5 and E2	# 10	3		24	18		55	6.7	42.0	11.1	*			2			4	1		7	*		
	% 18.2	5.5		43.6	32.7		100.0	0.7	42.0		1.2	NO	NO	28.6			57.1	14.3		100.0	82.1%	YES	YES
E3 and E5	# 9 % 25.7	3 8.6		18 51.4	5 14.3		35 100.0	1.1	46.7	6.4				1 33.3			1 33.3	1 33.3		3			
	% <u>25.7</u> # 1	8.6		23	14.3	1	31				NO	NO	NO	33.3			33.3	33.3		100.0 3	YES	YES	YES
E6	[#] 3.2	3.2		74.2	16.1	3.2	100.0	1.0	65.0	6.2	NO	NO	NO				100.0			100.0	YES	YES	YES
	# 15	3		15	-		33	40.7						2			2			4			
E7 and E8	% 45.5	9.1		45.5			100.0	19.7	11.6	8.3	10.6	NO	8.3	50.0			50.0			100.0	46.2%	YES	0.0%
	#																						
	%																						
	#																				1		
	%																						
	# %																						
NOTE:	See se	ection e	ntitled "	Unders	tanding	the Re	port" for	a deta	ailed ex	planat	ion of ho	w the ab	ove inform	nation w	vas com	puted.					<u> </u>		=
LEGEN	D: WM = '	White Ma	ale	BM = B	lack Mal	e (DM = Oth	ner Mal	е	T = To	tal	% = Perce	entage										
	WF =	White Fe	emale	BF = B	lack Ferr	nale	OF = Otł	ner Fen	nale	# = Nu	umber												
		ngency nn # 4.	is not e	employ	ing any	race/s	ex grou	ıp at a	rate e	qual to	o the Ad	justed A	vailabilit	y perce	ntage,	the und	derutiliz	zation i	s notea	l in			
			blichod	bocous	a tha ur	odorutili	zation i		han or		le persor	`											
	NO GO	Jai esta	blisheu	Decaus	e ille ul		zation	5 1035 1	Inan U		le persor												
			0	4 a 1 a		10.	044																
					nt for 20		84.1 p																
					nt for 20		84.1 p																
	L	evel of	Goal At	tainmer	nt for 20	12:	84.0 p	ercent															

									Age	ncy Di	irector:	Marshall	White, Coll White, Coll Rhame	Jr.									
1 EEO CATEGORY		ACTUA	L WORK	FORCE	ON 09/30/	2012	2		Adjuste vailabilit	y%	S UN	IDERUTILIZ	ATION	4			ND PRON /2011 - 09			5	% OF Goa	als Met Base Availabilit	
	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	# <u>5</u> % 31.3	2 12.5		6 37.5	3 18.8		16 100.0	6.9	39.9	20.4	NO	,		33.3			2 66.7			3 100.0	VEO	04.00/	•
	[%] 31.3 # 88	12.5	3	100	20	6	222			-	NO	2.4	1.6	33.3			9 9	1		100.0	YES	94.0%	92.2%
T3 and T4	# <u> </u>	2.3	1.4	45.0	9.0	2.7	100.0	3.8	36.4	7.8	1.5	NO	NO	44.4			9 50.0	5.6		100.0	60.5%	YES	YES
	# 28	12	1.4	60	51	3	155				1.5	NO	NO	4	1	1	8	5	1	20	00.376	TLS	1123
T5 and E2	% 18.1	7.7	0.6	38.7	32.9	1.9	100.0	6.5	39.7	19.9	NO	1.0	NO	20.0	5.0	5.0	40.0	25.0	5.0	100.0	YES	97.5%	YES
Γ2	# 22	7		15	5		49	9.9	31.5	12.0		1	د با	1	1		3			5			*
E3	% 44.9	14.3		30.6	10.2		100.0	9.9	31.5	12.0	NO	0.9	1.8	20.0	20.0		60.0			100.0	YES	97.1%	85.0%
E4 and E5	# 2	5	1	23	15	1	47	5.2	50.3	17.9		1	۲		2	1	3	2		8			*
	% 4.3	10.6	2.1	48.9	31.9	2.1	100.0	0.2	00.0		NO	1.4	NO		25.0	12.5	37.5	25.0		100.0	YES	97.2%	YES
E6	# 1	2		21	18	1	43	1.4	70.8	15.7								5		5			
	% 2.3	4.7		48.8	41.9	2.3	100.0			<u> </u>	NO	22.0	NO					100.0		100.0	YES	68.9%	YES
E7	# 13			1	1		15	13.7	4.2	4.2				2						2			
	% <u>86.7</u>			6.7	6.7		100.0			<u> </u>	13.7	NO	NO	100.0						100.0	0.0%	YES	YES
E8	# 8	4		3	1		16	23.7	14.2	9.5	NO	NO		1						1	VEO		
	% <u>50.0</u>	25.0		18.8	6.3		100.0				NO	NO	3.2	100.0						100.0	YES	YES	66.3%
	# 0/_																						
NOTE: LEGEN	D: WM = \ WF = \	White Ma White Fe	ile male	BM = B BF = Bl	lack Mal ack Ferr	e C nale (OM = Oth OF = Oth	ner Mal ner Fen	e nale	T = To # = Ni	tal umber	% = Perce	U				L	1	1				4
	lf an a Colun		s not e	employi	ng any	race/s	ex grol	ıp at a	rate e	qual to	o the Ad	ljusted A	vailabilit	ty perce	ntage, i	the und	lerutiliz	ation is	s notec	l in			
	*No gc	al estat	olished	becaus	e the ur	iderutili	zation is	s less †	than or	ie who	le perso	n.											
		evel of (-	92.4 pe 90.9 pe																
				tainmer		10	89.9 pe																

								No					cal Co	-	е								
									Ag			: Dr. Ror Donna C	n Bartley Chavis										
1 EEO CATEGORY				FORCE	ON 09/30/	/2012	2	(Qual	Adjusteo vailability	y% or Pool)		DERUTILIZ				10/01	ND PROM /2011 - 09/			5		Availability	6 on Adjusted
T1, T2, and E1	WM # 2 % 40.0	BM	OM	WF 2 40.0	BF 1 20.0	OF	TOTAL 5 100.0	<u>вм</u> 7.0	WF 33.7	вғ 5.6	ВМ * 7.0	WF NO	BF NO	WM	BM	OM	WF	BF 1 100.0	OF	TOTAL 1 100.0	BM * 0.0%	WF YES	BF
T3 and T4	# 11 % 40.7		2 7.4	11 40.7	2 7.4	1 3.7	27 100.0	3.0	44.1	28.8	* 3.0	* 3.4	21.4				3 60.0	1 20.0	1 20.0	5 100.0	* 0.0%	* 92.3%	25.7%
T5, E2, E3, and E5	# 6 % 19.4	2 6.5 1		13 41.9 5	9 29.0 1	1 3.2	31 100.0 7	6.2	41.7	41.3	NO	NO	12.3	1 25.0	1 25.0		1 25.0 1	1 25.0		4 100.0 1	YES	YES	70.2%
E6	# #5	14.3		5 71.4	14.3 3		7 100.0 8	0.5	74.4	12.2	NO	3.0	NO	1			100.0			100.0	YES	96.0%	YES
E7 and E8	# 5 % 62.5 #				37.5		0	40.0	3.7	11.8	40.0	3.7	NO	100.0						100.0	0.0%	0.0%	YES
	% #																						
	% #																						
	% #																						
NOTE:	% See se	ection er	ntitled "	Underst	anding	the Re	port" for	a deta	ailed ex	planat	ion of ho	w the abo	ove inform	nation w	/as com	nputed.							
LEGEN	D: WM = \ WF = \	White Ma White Fe		BM = B BF = B	lack Mal lack Fen		OM = Oth OF = Oth			T = To # = Ni		% = Perce	entage										
	lf an a Colun		is not e	employi	ing any	race/s	ex grou	ıp at a	rate e	qual to	o the Ad	justed A	vailabilit	y perce	ntage,	the und	lerutiliz	ation i	s noted	l in			
	*No go	oal estat	olished	becaus	e the ur	nderutili	zation is	s less t	than or	ne who	le persor).											
	L	evel of (evel of (evel of (Goal At	tainmer	nt for 20	11:	83.9 pe 80.7 pe 82.0 pe	ercent															

							Ora	ange		Presic	dent: Dr	I n Te . Walt A. Marie S.		al Co	olleg	e							
1 EEO CATEGORY			AL WORK			-	2	A (Quali	Adjuste vailabilit	d y% or Pool)	3 UN	DERUTILIZ	4 Ation			10/01	ND PRON /2011 - 09	/30/2012		5		Availability	
T1. T2. and E1	WM # 2 % 33.3	BM	OM	WF 4 66.7	BF	OF	TOTAL 6 100.0	<u>вм</u> 6.7	WF 39.8	BF 21.6	BM 6.7	WF NO	BF 21.6	WM	BM	OM	WF	BF	OF	TOTAL	BM * 0.0%	WF YES	BF 0.0%
T3 and T4	# <u>22</u> % <u>28.6</u>	3 3.9		36 46.8	14 18.2	2 2.6	77 100.0	8.8	28.3	9.8	4.9	NO	NO	1 16.7			3 50.0	1 16.7	1 16.7	6 100.0	44.3%	YES	YES
T5 and E2	# 2 % 6.9 # 3	5 17.2 3		14 48.3 9	8 27.6 5		29 100.0 20		30.1		NO	NO	NO	1	1 11.1		5 55.6	3 33.3 1		9 100.0 2	YES	YES	YES
E3, E4, and E5	% <u>15.0</u> #	15.0		45.0 13	25.0 6		100.0 19		32.9		NO	NO	NO	50.0				50.0		100.0	YES *	YES	YES
E6	% # 9	8		68.4 1	31.6 2		100.0 20	2.0		27.4	2.0	NO	NO	2						2	0.0%	YES	YES
E7 and E8	# <u>9</u> % 45.0	40.0		5.0	10.0		100.0	38.4	2.0	15.0	NO	NO	5.0	100.0						100.0	YES	YES	66.7%
	# %																						
	# %																						
	#																						
NOTE: LEGEN	D: WM = WF = If an a Colur	White Ma White Fe agency I nn # 4.	ale emale is not e	BM = B BF = B mploy	lack Mal lack Fen <i>ing any</i>	e C nale (7 race/s	DM = Oth DF = Oth ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale F rate e	T = To # = Ni equal te	tal umber	% = Perce I justed A	ove inform entage <i>vailabilit</i>				derutilia	zation i	s noteo	f in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	86.3 p 84.1 p 88.2 p	ercent															

T1 and T2 # 42 T3 and T4 # 43 T5 and E2 # 1 E3, E4, and E5 # 63 E6 # 33 E7 # 10 F8 # 10	WM 3 42.9 49 39.5 15 20.3 14 63.6	ACTUAI BM 4 3.2 3 4.1	L WORK <u>OM</u> 5 4.0	FORCE C WF 4 57.1	DN 09/30/ BF	2012 OF	2	Δ	Adjusted	3		Alesia L.											
T1 and T2 # 42 T3 and T4 # 4 T5 and E2 # 1 E3, E4, and E5 # 63 E6 # 3 E7 # 10 F8 # 10	3 42.9 49 39.5 15 20.3 14 63.6	4 3.2 3	5	4 57.1	BF			(Quali	vailability	y% or Pool)		DERUTILIZ				10/01	ND PROM /2011 - 09/			5		Availabilit	
11 and 12 % 42 T3 and T4 # 4 T5 and E2 # 1 E3, E4, and E5 # 63 E6 #	42.9 49 39.5 15 20.3 14 63.6	3.2 3		57.1		Ur	TOTAL 7	BM	WF	BF	BM	WF	BF *	WM	BM	OM	WF 1	BF	OF	TOTAL 1	BM *	WF	BF
13 and 14 % 38 T5 and E2 # 1 E3, E4, and E5 # 1 E6 #	39.5 15 20.3 14 63.6	3.2 3					100.0	3.2	36.9	7.4	3.2	NO	7.4				100.0			100.0	0.0%	YES	0.0%
% 38 T5 and E2 # 1 E3, E4, and E5 # 1 E6 # 1 E7 # 1 F8 # 10	15 20.3 14 63.6	3	4.0	57	9		124	1.0	20.2	6.1	0.2			5			8	4		17	0.070		0.070
15 and E2 % 20 E3, E4, and E5 # 1 E6 #	20.3 14 63.6		-	46.0	7.3		100.0	1.9	28.2	6.1	NO	NO	NO	29.4			47.1	23.5		100.0	YES	YES	YES
% 20 E3, E4, and E5 # E6 # 63 E7 # 7 10 E8 #	14 63.6	4.1		44	12		74	4.0	36.8	15.0				2	1		7	5		15			
E3, E4, and E5 % 63 E6 % 3 E7 % 10 E8 #	63.6	4		59.5	16.2		100.0	-			NO	NO	NO	13.3	6.7		46.7	33.3		100.0	YES	YES	YES
E6 # E7 # E8 #		1 4.5		6 27.3	1 4.5		22 100.0	2.8	51.0	6.3	NO	23.7	1.8	1 50.0	1 50.0					2 100.0	YES	53.5%	71.4%
E6 % 3 E7 # 10 F8 # 1	1	1		15	12		29				NO	23.1	1.0	30.0	50.0		4	1		5	TES	55.5%	7 1.4 %
E7 % 10 F8 #	3.4	3.4		51.7	41.4		100.0	2.1	71.9	10.2	NO	20.2	NO				80.0	20.0		100.0	YES	71.9%	YES
% 10 	8						8	20.0	2.3	0.8		*	*									1	* *
⊢8 —	00.0						100.0	30.8	2.3	0.0	30.8	2.3	0.8								0.0%	0.0%	0.0%
<u> </u>	2	2			1		5	22.5	15.4	10.2		*		1	1					2			*
	40.0	40.0			20.0		100.0	0			NO	15.4	NO	50.0	50.0					100.0	YES	0.0%	YES
#																							
%																						-	
#																							
NOTE: Se		e	20.00										·										
LEGEND: WA		hite Ma	le		lack Mal	e C	DM = Oth	ner Mal	е	tpianat T = To # = Ni	tal	w the abo % = Perce		nation w	as com	iputea.							
												justed A	ailabilit		ntogo	the une	lorutilia	otion is	noted	l in			
	olumr	-	snote	mpioyi	ng any	Tace/S	ex grot	ιμαια	Tale e	yuai it	ine Au	justeu A	anapint	y perce	maye,	une unc	eruunz	auonis	Snoteu				
			P. I I.			de servere																	
^N(No goa	l estab	lished	because	e the ur	derutili	zation is	s less i	than on	e who	e persor	า.											
	Lev	vel of G	Goal Att	tainmen	nt for 20	10:	90.4 pe	ercent															
	Le	vel of G	Goal Att	tainmen	nt for 20	11:	87.5 pe	ercent															
	Le	vel of G	Goal Att	tainmen	nt for 20	12:	87.3 pe	ercent															

								Spa	artan			mmur		olleç	ge								
												er: Rick T											
1 EEO CATEGORY		ACTUA		FORCE	ON 09/30/	/2012	2		Adjusted Vailability	y% or Pool)	_	DERUTILIZ	4 ATION	ŀ			ND PROM /2011 - 09/			5		als Met Based Availability	-
	# 7	BM 1	OM	WF 5	BF	OF	TOTAL 13	BM	WF	BF	BM	WF *	BF *	WM 1	BM	OM	WF 1	BF	OF	TOTAL 2	BM	WF *	BF *
T1, T2, and E1	# 7 % 53.8	7.7		38.5			100.0	5.3	42.3	4.1	NO	3.8	4.1	50.0			50.0			100.0	YES	91.0%	0.0%
T3 and T4	# 43	3	2	66	6	4	124	3.7	42.5	4.6		0.0		3			6	1		10		011070	01070
13 anu 14	% 34.7	2.4	1.6	53.2	4.8	3.2	100.0	5.7	42.5	4.0	1.3	NO	NO	30.0			60.0	10.0		100.0	64.9%	YES	YES
T5 and E2	# <u>16</u> % 28.6	4 7.1		27 48.2	9 16.1		56 100.0	3.2	42.3	15.7	NO	NO	NO	1 8.3	1 8.3		7 58.3	3 25.0		12 100.0	YES	YES	YES
	⁷⁶ 20.0 # 4	1	1	38	10.1	1	62				NU	NU	NU	0.3	0.3	1	1	25.0	1	5	TES	TES	TES
E3, E5, and E6	% 6.5	1.6	1.6	61.3	27.4	1.6	100.0	3.6	56.0	19.0	2.0	NO	NO			20.0	20.0	40.0	20.0	100.0	44.4%	YES	YES
E4, E7, and E8	# 15	4	1	1	1		22	10.7	6.5	4.7		*	*	1	1					2		*	*
2., 2., and 20	% 68.2	18.2	4.5	4.5	4.5		100.0		0.0		NO	2.0	0.2	50.0	50.0					100.0	YES	69.2%	95.7%
	#																						
	#																						
	%																						
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	%																						
	#																				-		
NOTE:	%	ation of	atitlad "	lindoro	tonding	the De	nort" for			nlanat	ion of he	w the ch		notion u									<u> </u>
_					-							w the abo		nation v	vas con	iputea.							
LEGEN	D: WM = 1	White Ma			lack Mal lack Fen		OM = Oth OF = Oth			T = To # = Nu		% = Perce	entage										
												justed A	voilabilit		ntogo	the une	lorutili-	totion i	o notor	d in			
		nn # 4.		inpioy	iliy aliy	race/s	ex grou	ip al a	i i ale e	quai it	o une Au	justeu A	vallabilit	y perce	maye,	une uno	lei uuiiz	auoni	s notet				
			alichad	hocous	o tho ur	odorutil	zation i		than an		e perso	2											
	NO GO	Jai estai	JIISHEU	Decaus	e lite ui	lueruu	zation	5 1622	unan on		e perso	1.											
		aval of		to:nm	at for 00	10.	026 -	oroor+															
		evel of evel of					92.6 pe																
		evel of .					91.8 pe 90.4 pe																
	L	evei 01	Guai Al	lanner	101 20	12.	90.4 pe	ercent															

							Te	echr					e Low	coui	ntry								
										EEC	Office	r: Sona L	yttle										
1 EEO CATEGORY		ACTUA	AL WORK	(FORCE (ON 09/30	/2012	2		Adjusted vailability	y% or Pool)		DERUTILIZ	4 ATION	ŀ			ND PROM /2011 - 09			5		ls Met Based Availability	6 I on Adjusted
	# 3	BM 1	OM	WF 6	BF 1	OF	TOTAL	BM	WF		BM	WF	BF *	WM	BM	OM	WF 2	BF	OF	TOTAL 2	BM	WF	BF *
T1 and E1	# <u> </u>	9.1		54.5	9.1		100.0	3.6	30.2	11.2	NO	NO	2.1				100.0			100.0	YES	YES	81.3%
T3 and T4	# 13	5	1	25	3	3	50	6.0	39.8	1.6				2			1			3			
15 810 14	% 26.0	10.0	2.0	50.0	6.0	6.0	100.0	0.0	39.0	1.0	NO	NO	NO	66.7			33.3			100.0	YES	YES	YES
T5 and E2	# <u>2</u> %6.7	1 3.3	1 3.3	15 50.0	10 33.3	1 3.3	30 100.0	8.7	38.7	16.3	5 4			2 28.6			3 42.9	2 28.6		7 100.0	07.00/	VEO	VEO
	# 3	3.3	3.3	10	33.3	3.3	100.0				5.4	NO	NO	20.0			42.9	20.0		2	37.9%	YES	YES
E3 and E5	% 16.7			55.6	22.2	5.6	100.0	5.1	43.9	20.4	5.1	NO	NO				100.0			100.0	0.0%	YES	YES
E6	#	1		4	8	1	14	1.0	50.7	31.3													
L0	%	7.1		28.6	57.1	7.1	100.0	1.0	50.7	51.5	NO	22.1	NO								YES	56.4%	YES
E4, E7, and E8	# <u>6</u> % 46.2	4 30.8		2 15.4		1 7.7	13 100.0	17.6	12.0	9.7				1 100.0						1			
	% 46.2	30.8		15.4		1.1	100.0			-	NO	NO	9.7	100.0						100.0	YES	YES	0.0%
	#																						
	#																						
	%									1													
	# %																				-		
NOTE:					tanding		port" for DM = Oth			cplanat T = To		w the ab % = Perce	ove inform	nation w	as con	puted.	<u>I</u>	1	1			<u>,</u>	<u>.</u>
LEGEN		White Fe			lack Ma		OF = Oth			1 = 10 # = Νι		70 = Feice	entage										
												liustod A	vailabilit	v norco	ntago	tho uni	lorutili	ration i	s notor	1 in			
		nn # 4.	13 1101 0	mpioy	ing any	1406/3	ich grot	ip at a	Tale e	yuu K		jusicu A	vanabini	y perce	mage,			auonn	5 110100				
			alichad	bocous	o tho u	odorutil	ization i		han or		e perso	n											
	NO GO	ai estai	JIISHEU	Decaus	e lite ui	luelulli		5 1633	Inan U		e perso												
			0	4		10.	00 7																
		evel of					89.7 p																
		evel of					94.7 p																
	L	evel of	Goal At	lainmer	n tor 20	12:	86.8 p	ercent															

								T	Р	reside	ent: Dr.	Ronnie L	al Col Booth Icolough	•									
1 EEO CATEGORY			-	FORCE (-	2	(Qual	Adjusted Vailability	y% or Pool)		DERUTILIZ		1		10/01	ND PROM /2011 - 09/			5		Availabilit	
	# 4	BM	OM	WF 1	BF	OF	TOTAL 5	BM	WF		BM	WF	BF *	WM 1	BM	OM	WF	BF	OF	TOTAL	BM *	WF	BF *
T1and E1	% 80.0			20.0			100.0	3.8	42.5	3.1	3.8	22.5	3.1	100.0						100.0	0.0%	47.1%	0.0%
T3	# 14		2	27	2		45	1.1	32.7	2.4	,			1						1	*		
-	% 31.1	2	4.4	60.0	4.4 5	2	100.0				1.1	NO	NO	100.0			2	1	1	100.0	0.0%	YES	YES
T4	# <u>32</u> % 35.6	2 2.2	3 3.3	45 50.0	5.6	3 3.3	90 100.0	1.1	31.0	2.4	NO	NO	NO	3 37.5			3 37.5	1 12.5	1 12.5	8 100.0	YES	YES	YES
	# 17	2	1	46	12		78	24	44.4	44.0	,	110	110	2			6	4		12	*	120	120
T5 and E2	% 21.8	2.6	1.3	59.0	15.4		100.0	3.1	44.4	11.9	2.0	NO	NO	16.7			50.0	33.3		100.0	83.9%	YES	YES
E3 and E5	# 11	1		23	1	3	39	2.1	47.7	6.0							4			4			
	% 28.2 # 1	2.6		59.0 33	2.6 8	7.7 3	100.0 45				NO	NO	3.4				100.0 3			100.0 3	YES *	YES	43.3%
E6	# 1 % 2.2			73.3	0 17.8	6.7	100.0	0.5	79.3	7.3	0.5	6.0	NO				100.0			100.0	0.0%	92.4%	YES
E4 E7	# 7	1		5	1	•	14	40.0	40.4		0.0 ,	0.0	110								*	02.170	120
E4, E7, and E8	% 50.0	7.1		35.7	7.1		100.0	10.8	18.4	4.4	3.7	NO	NO								65.7%	YES	YES
	#																						
	%										ļ												
	#																						
NOTE:	70 Soo oo	otion o	atitlad "	Underet	ondina	the Rev	nort" for	o dot	i ailad av	i Inlanat	ion of he	w the ch	ove inforr	notion u	(00.000	putod						<u> </u>	
	D: WM = V WF = V	Vhite Ma Vhite Fe gency (ale emale	BM = B BF = Bl	lack Mal ack Ferr	e C nale (OM = Oth OF = Oth	ner Mal ner Fer	e nale	T = To # = Ni	tal umber	% = Perce					lerutiliz	ation i	s notec	l in			
			olished	because	e the ur	derutili	zation is	s less	than on	ie who	e persoi	۱.											
	L	evel of	Goal At	tainmen tainmen tainmen	t for 20	11:	88.8 pe 86.3 pe 90.1 pe	ercent															

										Presic	lent:Dr.	Mary Th tta Willia	ornley	-									
1 EEO CATEGORY		ACTU	AL WORK	FORCE C	ON 09/30/	2012	2		Adjuste Vailabilit	y%	3 UN	DERUTILIZ	ATION	4			ND PRON /2011 - 09			5	% OF Goa	als Met Base Availabilit	d on Adjusted /
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 4 % 26.7	2 13.3		7 46.7	2 13.3		15 100.0	4.7	41.1	12.7		NO					2 66.7	1 33.3		3 100.0	VEO	VEO	VEO
		13.3	7	46.7	21	2			i	i	NO	NO	NO	12	4	2	20			42	YES	YES	YES
T3 and T4	# <u>131</u> % 39.1	4.8	2.1	47.2	6.3	0.6	335 100.0	2.8	37.4	4.8	NO	NO	NO	28.6	9.5	4.8	47.6	4 9.5		42	YES	YES	YES
	# 40	14	1	66	45	4	170				NO	NU	NO	20.0	3.3 1	4.0	11	6		20	TES	TEO	TES
T5 and E2	% 23.5	8.2	0.6	38.8	26.5	2.4	100.0	6.7	38.0	11.6	NO	NO	NO	10.0	5.0		55.0	30.0		100.0	YES	YES	YES
	# 25	7	2	55	28	4	121				NO			4	1		2	4		11	120		120
E3 and E5	% 20.7	5.8	1.7	45.5	23.1	3.3	100.0	2.9	40.0	11.8	NO	NO	NO	36.4	9.1		18.2	36.4		100.0	YES	YES	YES
Ε4	# 13	10		3	2		28	44 7	10.0	3.5		3		2	2					4		1	•
E4	% 46.4	35.7		10.7	7.1		100.0	11.7	10.9	3.5	NO	0.2	NO	50.0	50.0					100.0	YES	98.2%	YES
E6	#	1		11	11		23	2.5	47.2	23.4													
LU	%	4.3		47.8	47.8		100.0	2.5	47.2	20.4	NO	NO	NO								YES	YES	YES
E7 and E8	# 15	11	1	6	1	1	35	24.8	7.9	2.7				1						1			
E7 and E0	% 42.9	31.4	2.9	17.1	2.9	2.9	100.0	24.0	7.5	2.1	NO	NO	NO	100.0						100.0	YES	YES	YES
	#																						
	%									1													
	#								1	1													
	%																						
NOTE:	See se	ection e	ntitled "	Underst	anding	the Re	port" for	a deta	ailed ex	planat	ion of ho	ow the ab	ove infori	mation w	vas com	puted.							
LEGEN	D: WM = \ WF = \	Nhite Ma Nhite Fe			lack Mal lack Ferr		OM = Oth OF = Oth			T = To # = N	tal umber	% = Perce	entage										
	lf an a	aencv	is not e	mnlovi	ina anv	race/s	ex arou	ın at a	rate e	aual ti	o the Ar	ljusted A	vailahilii	w nerce	ntage	the und	lerutili	zation i	s noter	l in			
	Colun		10 1101 0	mpioyi	ng uny	1000/0	ex grot	ip ut u	i i ute e	quui t		jusicu A	vanaonna	y perce	muge,	ane une		Lucion	5 110100	• • • •			
	*No go	al estal	olished	because	e the ur	nderutili	zation is	s less	than or	ne who	le perso	n.											
	1	aval of	Goal At	tainmer	t for 20	10.	98.6 p	orcont															
						-																	
				tainmen			99.8 p																
	L	evel of	Goal At	tainmen	nt for 20	12:	99.9 p	ercent															

								Wil		Presi	dent: D	r. Patricia		olleg	е								
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30	2012	2		Adjusted vailability	3 d y%		Melissa Derutiliz	4				ND PROM /2011 - 09/			5	% OF Goa	ls Met Basec Availability	6 on Adjusted
E1	# 2 % 33.3	ВМ 1 16.7	OM	WF 2 33.3	BF 1 16.7	OF	TOTAL 6 100.0	вм 16.3	WF 20.6	BF 25.9	BM NO	WF	BF *	WM	BM	OM	WF	BF	OF	TOTAL	BM YES	WF YES	BF * 64.5%
T3 and T4	# 7 % 35.0	2 10.0		7 35.0	4 20.0		20 100.0	26.3	25.1	18.9	16.3	NO	NO	1 50.0			1 50.0			2 100.0	38.0%	YES	YES
E2	# 1 % 14.3 # 2	2 28.6 1		2 28.6 5	2 28.6 5		7 100.0 13		25.4	29.0	NO	NO	0.4	1	1 100.0					1 100.0 1	YES	YES *	98.6%
E3 and E5	# <u>2</u> % <u>15.4</u> #	7.7		38.5 7	38.5 2		100.0 9	8.5			0.8	0.8	NO	100.0						100.0	90.6%	98.0%	YES
E6 E7 and E8	% # 2	5		77.8	22.2		100.0 7	2.1 51.6	58.3 4.2	19.2 17.3	2.1	NO	NO								0.0%	YES *	YES
	% 28.6 #	71.4					100.0	0.1.0			NO	4.2	17.3								YES	0.0%	0.0%
	% #																				l		
	#																						
NOTE: LEGEN	D: WM = WF = If an a Colum	White Ma White Fe	ale emale <i>is not e</i>	BM = B BF = B mploy	lack Mal lack Fen <i>ing any</i>	e (nale (r race/s	DM = Oth OF = Oth ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale r <i>rate e</i>	T = To # = Nu equal to	tal umber o <i>the Ac</i>	% = Perce Ijusted A	ove inforn entage vailabilit				derutiliz	zation is	s notec	l in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	87.5 pe 85.3 pe 86.9 pe	ercent															

									Pre	esiden	t: Dr. Gr	eg F. Ru	therford										
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30	2012	2		Adjusted	3 d y%		erutiliz	Oro-Barr 4 ATION	nes			ND PROM /2011 - 09			5	% OF Goa	ls Met Based Availability	6 on Adjusted
T1, T2, and E1	WM # 5 % 41.7	BM	OM	WF 4 33.3	BF 3 25.0	OF	TOTAL 12 100.0	ВМ 5.3	WF 39.5	BF 12.5	BM * 5.3	WF * 6.2	BF NO	WM 1 50.0	BM	OM	WF	BF 1 50.0	OF	TOTAL 2 100.0	BM * 0.0%	WF * 84.3%	BF YES
T3 and T4	# 45 % 36.9	8 6.6	4 3.3	50 41.0	13 10.7	2 1.6	122 100.0	4.1	31.9	6.1	NO	NO	NO	2 25.0			4 50.0	1 12.5	1 12.5	8 100.0	YES	YES	YES
T5 and E2	# 9 % 16.1 # 3	1 1.8 1	1	28 50.0 17	18 32.1 9	1	56 100.0 32	4.7	40.7	12.9	2.9	NO	NO	1		1	2 40.0 1	3 60.0 1		5 100.0 4	38.3%	YES	YES
E3 and E5 E6	" <u> </u>	3.1	3.1	53.1 11	28.1 7	3.1 1	100.0 19	3.2 0.8	45.9 73.0		0.1	NO	NO	25.0		25.0	25.0	25.0		100.0	96.9%	YES	YES
E0 E4, E7, and E8	% # <u>16</u>	5		57.9 4	36.8	5.3	100.0 29	0.8 19.9		13.0	0.8	15.1	NO	2	4			2		8	0.0%	79.3%	YES
	% <u>55.2</u> #	17.2		13.8	13.8		100.0				2.7	NO	NO	25.0	50.0			25.0		100.0	86.4%	YES	YES
	# %																						
	# %																						
NOTE: LEGENI	D: WM = V WF = V <i>If an a</i> <i>Colun</i> *No go	White Ma White Fe gency I nn # 4.	ale emale is not e blished	BM = B BF = B employi	lack Mal lack Fen ing any e the ur	e C nale (race/s	0M = Oth DF = Oth ex gro u	ner Mal ner Fen ip at a s less t	e nale r ate e	T = Tot # = Nu qual to	tal ^o umber	% = Perce	ove inform ntage vailabilit				lerutilia	zation i	s notec	t in			
	L	evel of evel of evel of	Goal At	tainmer	nt for 20	11:	92.4 pe 91.2 pe 92.8 pe	ercent															

								••	Agend	cy Dire	ector: Ro		artme St. Onge, . Rikard										
1 EEO CATEGORY		ACTUA	L WORK	FORCE	ON 09/30/	2012	2		Adjuste vailabilit	у%	3 UN	DERUTILIZ	4 ATION	ŀ			ND PROM /2011 - 09			5	% OF Goa	als Met Base Availabilit	ed on Adjuste
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>16</u> % 72.7		1 4.5	5 22.7			22 100.0	7.6	15.2	4.3	7.6	NO	4.3	1 33.3			2 66.7			3 100.0	0.0%	YES	0.0%
2 Non-Engineers	# <u>146</u> % 37.6	27 7.0	3 0.8	125 32.2	84 21.6	3 0.8	388 100.0	7.1	20.9	5.8	0.1	NO	NO	13 37.1	6 17.1		12 34.3	4		35 100.0	98.6%	YES	YES
E2 Engineers	# 513	70	25	80	16	8	712	7.4	5.5	0.6				44	4	3	2	1		54			
E3, E4, E5 Non-	% 72.1 # 79	9.8 13	3.5 6	11.2 101	2.2 50	1.1 3	100.0 252			+	NO	NO	NO	81.5 8	7.4	5.6	3.7 9	1.9 5		100.0 23	YES	YES	YES
Engineers	% 31.3	5.2	2.4	40.1	19.8	1.2	100.0	8.7	23.0	5.9	3.5	NO	NO	34.8	4.3		39.1	21.7		100.0	59.8%	YES	YES
3 and E5 Engineers	# <u>320</u> % 66.7	60 12.5	11 2.3	72 15.0	17 3.5		480 100.0	6.5	26.0	4.3		11.0		38 69.1	6 10.9	3 5.5	5 9.1	3 5.5		55 100.0	VEO	F7 70/	04.494
	% 66.7 # 1	12.5	2.3	78	3.5 41	2					NO	11.0	0.8	69.1 1	10.9	5.5	9.1 6	5.5		8	YES	57.7%	81.4%
E6	# 1 % 0.8	0.8		63.4	33.3	2 1.6	123 100.0	1.2	65.3	19.2	0.4	1.9	NO	12.5	12.5		75.0			o 100.0	66.7%	97.1%	YES
E7	# 1323	854	38	72	103	1	2391	30.8	3.0	2.0				236	120	10	8	3		377			
	% <u>55.3</u>	35.7	1.6	3.0	4.3		100.0				NO	0.0	NO	62.6	31.8	2.7	2.1	0.8		100.0	YES	YES	YES
E8	# <u>30</u> %26.8	11 9.8		46 41.1	24 21.4	1 0.9	112 100.0	18.7	22.4	10.5	8.9	NO	NO	2 22.2	1 11.1		5 55.6	1 11.1		9 100.0	52.4%	YES	YES
	#																						
NOTE:	%								<u>.</u>	<u> </u>			<u> </u>										<u> </u>
-	D: WM = V WF = V	White Ma White Fe gency i	ale male	BM = B BF = Bl	lack Mal ack Ferr	e C nale (OM = Oth OF = Oth	ner Mal ner Fer	e nale	T = To # = Ni	tal umber	% = Perce	ove inforn entage vailabilit				lerutiliz	ation is	s notec	l in			
	L	evel of (Goal At	becaus tainmer tainmer	nt for 20	10:	2ation is 88.2 pc 88.3 pc	ercent		ne who	le perso	n.											

												urer's Curtis M		-									
										EEO	Officer	: Sara Fo	ortson										
1 EEO CATEGORY			AL WORKF				2	(Qual	Adjusteo vailability	y% or Pool)		IDERUTILIZ		ŀ		10/01	ND PRON /2011 - 09	/30/2012		5		Availability	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>6</u> % 50.0			4 33.3	1 8.3	1 8.3	12 100.0	3.2	31.2	6.8		* 		2 66.7			1 33.3			3 100.0	0.00/	VEO	VEO
		2				0.3				i	3.2	NO	NO	2				1			0.0%	YES	YES
E2	# 9 % 30.0	2 6.7		14 46.7	5 16.7	-	30 100.0	4.7	40.8	12.5				40.0			2 40.0	20.0		5 100.0	VEO	VEO	VEO
	% <u>30.0</u> # 2	0.7		40.7	10.7						NO	NO	NO	40.0			40.0	20.0		100.0	YES	YES	YES
E3	# <u>2</u> % 50.0	25.0			25.0		4 100.0	5.4	26.5	15.8	NO	00 F	NO								VEO	0.00/	YES
	# 2	23.0		1	25.0		6				NO	26.5	NO								YES	0.0%	1E2
E5	# <u>2</u> % 33.3			16.7	50.0	-	100.0	4.9	41.4	15.9	4.9	24.7	NO								0.0%	40.3%	YES
	70 <u>33.3</u> #	1		10.7	2		4				4.9	24.7	NU								0.0%	40.3%	TEO
E6	# %	25.0		25.0	50.0		100.0	2.9	53.6	23.3	NO	28.6	NO								YES	46.6%	YES
	#	20.0		20.0	00.0		100.0				NO	20.0	NO								120	40.070	TLO
	π %																				-		
	70 #																						
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	70 #					-																	
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NOTE:	70																					ļ	
_	D: WM = WF = If an a	White Ma White Fe	ale emale	BM = B BF = Bl	lack Ma lack Fer	le (nale	OM = Oth OF = Oth	ner Mal ner Fen	e nale	T = To # = Nu	tal umber	ow the ab % = Perce <i>djusted A</i>	entage				lerutiliz	zation i	s notec	l in			
	*No go	oal estal	olished b	becaus	e the ui	nderutili	ization i	s less t	than or	e who	le perso	n.											
	Ũ										•												
	L	evel of	Goal Atta	ainmer	nt for 20	010:	90.7 p	ercent															
	L	evel of	Goal Atta	ainmer	nt for 20)11:	89.4 p																
			Goal Att				83.6 p																
	-						50.0 p	0.0011															

					Un	ivers	sity c	of So		gency	Directo		t al Sy Pastides		n (Pa	ge 1	of 4)					
1 EEO CATEGORY		ACTUA	AL WORK	FORCE	ON 09/30/	2012	2		Adjusted Availability	d y%	3	DERUTILIZ	4	1			ND PROM /2011 - 09,			5	% OF Go	als Met Base Availabilit	ed on Adjuste y
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# <u>13</u> % 52.0	1 4.0	1 4.0	10 40.0			25 100.0	3.4	41.7	7.4	NO	1.7	7.4	3 60.0		1 20.0	1 20.0			5 100.0	YES	95.9%	• 0.0%
C2	# 107	4	11	42	7	6	100.0 177 100.0	3.4	71.7	7.4				14	1	1	3			19			
	% 60.5 # 256	2.3 6	6.2 43	23.7 78	4.0 2	3.4 9	100.0 394				1.1	48.0	3.4	73.7 18	5.3	5.3 3	15.8 3	1	2	100.0 27	67.6%	33.1%	54.1%
C3	# <u>250</u> % 65.0	1.5	43	19.8	0.5	2.3	100.0	2.3	33.2	2.9	0.8	13.4	2.4	66.7		11.1	11.1	3.7	7.4	100.0	65.2%	59.6%	17.2%
04	# 218	14	59	168	19	25	503		00.0		0.0	10.4	2.4	20	1	9	21	2	10	63	00.270	00.070	17.270
C4	% 43.3	2.8	11.7	33.4	3.8	5.0	100.0	2.3	33.2	2.9	NO	NO	NO	31.7	1.6	14.3	33.3	3.2	15.9	100.0	YES	YES	YES
C5	# 146	11	70	164	14	47	452	2.3	33.2	2.9				32	4	12	40	6	16	110			
00	% 32.3	2.4	15.5	36.3	3.1	10.4	100.0	2.0	00.2	2.0	NO	NO	NO	29.1	3.6	10.9	36.4	5.5	14.5	100.0	YES	YES	YES
C6	# <u>103</u> % 31.7	9 2.8	12 3.7	140 43.1	14 4.3	47 14.5	325 100.0	2.3	33.2	2.9	NO	NO	NO	15 26.8	2 3.6	4 7.1	27 48.2	6 10.7	2 3.6	56 100.0	YES	YES	YES
	# 21	2.0	1	12	4.5	14.5	36				NO	NU	NU	3	3.0	7.1	40.2	10.7	3.0	4	TES	TES	TES
C7	% 58.3	2.8	2.8	33.3		2.8	100.0	2.3	33.2	2.9	NO	NO	2.9	75.0			25.0			100.0	YES	YES	0.0%
C825	# 3			1		1	5	2.3	33.2	2.9		•	*							400.0		*	*
	% <u>60.0</u> # 21	2	3	20.0 52		20.0 5	100.0 83				2.3	13.2	2.9	3	1		8			100.0 12	0.0%	60.2%	0.0%
C826	# <u>21</u> % 25.3	2.4	3.6	62.7		6.0	100.0	1.0	64.4	2.9	NO	1.7	2.9	25.0	8.3		66.7			100.0	YES	97.4%	0.0%
NOTE:	See se	ction e	ntitled "	Underst	anding	the Rep	oort" for	a deta	ailed ex	cplanat	ion of ho	w the ab	ove inforr	mation w	vas com	puted.						Ē	
LEGEN	D: WM = V	Vhite Ma	ale	BM = B	lack Mal	e C	DM = Oth	ner Ma	le	T = To	tal	% = Perce	entage										
	WF = V	Vhite Fe	emale	BF = BI	ack Fen	nale (OF = Oth	ner Fer	nale	# = N	umber												
	lf an a	gency	is not e	mployi	ing any	race/s	ex grou	ıp at a	n rate e	qual te	o the Ac	ljusted A	vailabilit	y perce	ntage,	the und	derutiliz	ation i	s noted	l in			
	Colum	n # 4.																					
	*No go	al estal	blished	becaus	e the ur	nderutili	zation is	s less	than or	ne who	le perso	n.											
					. (4.0	04.5																
			Goal At			-	81.5 pe																
			Goal At				84.6 pe																
	L	evel of	Goal At	tainmer	it for 20	12:	82.1 pe	ercent															

					Uni	vers	sity c	of So		gency	Directo		tal Sy Pastides Gist		(Pa	ge 2	of 4)					
1 EEO CATEGORY		ACTU	AL WORK	FORCE C	ON 09/30/	2012	2		Adjuste Vailabilit	ty%	3 UN	IDERUTILIZ	ATION	1			ND PRON 1/2011 - 09			:	% OF Go	als Met Bas Availabili	ed on Adjuste ty
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C927	# <u>103</u> % 62.8	18 11.0	8 4.9	23 14.0	7 4.3	5 3.0	164 100.0	5.6	25.2	1.3	NO	11.0	NO	21 51.2	6 14.6	4 9.8	1 2.4	2 4.9	7	41	VEO	FF 00/	VEO
	% 02.0 # 71	3	4.9	74	4.3	3.0 6	179			<u> </u>	NO	11.2	NO	51.2 14	14.0	9.0 3	2.4	4.9	17.1	41	YES	55.6%	YES
C930	# 71 % 39.7	1.7	7.3	41.3	6.7	3.4	100.0	27.0	27.2	2.9	25.3	NO	NO	34.1	2.4	7.3	46.3	9.8		100.0	6.3%	YES	YES
	# 121	11	6	122	27	8	295			<u> </u>	23.5	NO	NO	13	1	2	21	7	2	46	0.570	120	120
E22	% 41.0	3.7	2.0	41.4	9.2	2.7	100.0	6.7	35.0	8.1	3.0	NO	NO	28.3	2.2	4.3	45.7	15.2	4.3	100.0	55.2%	YES	YES
E23	# 182	28	23	271	66	23	593	10.6	28.7	10.6				28	2	1	41	7	2	81	1		
EZ3	% 30.7	4.7	3.9	45.7	11.1	3.9	100.0	10.6	20.7	10.6	5.9	NO	NO	34.6	2.5	1.2	50.6	8.6	2.5	100.0	44.3%	YES	YES
E24	# 27	2	1	31	4	1	66	5.4	35.3	10.5				3			3	1	1	8			
	% 40.9	3.0	1.5	47.0	6.1	1.5	100.0	0	00.0		2.4	NO	4.4	37.5			37.5	12.5	12.5	100.0	55.6%	YES	58.1%
E25	# 36	11	6	179	57	11	300	7.3	42.7	14.5				6			26	10	1	43			
	% 12.0	3.7	2.0	59.7	19.0	3.7	100.0			<u>i</u>	3.6	NO	NO	14.0	_	-	60.5	23.3	2.3	100.0	50.7%	YES	YES
E26	# 84	17	5	263	92	21	482	12.1	32.0	21.0				17	5	2	48	11	9	92			a 4 a 64
	% <u>17.4</u>	3.5	1.0	54.6	19.1	4.4	100.0			<u>i</u>	8.6	NO	1.9	18.5	5.4	2.2	52.2	12.0	9.8	100.0	28.9%	YES	91.0%
E37	# 75 % 58.1	12 9.3	14 10.9	18 14.0	5 3.9	5 3.9	129 100.0	5.9	26.9	0.7	NO	12.0	NO	10 52.6	1 5.3	4 21.1	3 15.8		5.3	19 100.0	VEO	50.00/	VEO
	% <u>58.1</u> # 48	9.3	10.9 5	65	3.9 24	3.9 6	159				NO	12.9	NO	52.6	2	21.1	15.6 6	4	0.0	20	YES	52.0%	YES
E38	# 40 % 30.2	6.9	3.1	40.9	15.1	3.8	100.0	9.0	28.3	19.1	2.1	NO	4.0	25.0	10.0	10.0	30.0	20.0	5.0	100.0	76.7%	YES	79.1%
NOTE:										volopot		-	ove inforr				00.0	20.0	0.0	100.0	10.170	TLO	73.170
-					-									nation w		iputeu.							
LEGEN	D: WM = V				ack Mal		OM = Oth		-	T = To		% = Perc	entage										
	WF = V			BF = BI			OF = Oth				umber												
			is not e	employi	ng any	race/s	ex grou	ıp at a	rate e	equal to	o the Ad	djusted A	vailabilit	y perce	ntage,	the und	derutiliz	ation i	s noted	din			
	Colum	n # 4.																					
	*No go	al estal	olished	because	e the un	derutili	zation is	s less t	than or	ne who	le perso	n.											
	1.	aval of	Goal At	tainmer	t for 20	10.	81.5 pe	arcant															
				tainmen		-	84.6 p																
							•																
	L	everor	Goal At	tainmen	it for 20	12:	82.1 pe	ercent															

						ļ	Univo	ersi	-	gency	Directo		1a - (F Pastides Gist	-	3 of	4)							
1 EEO CATEGORY		ACTUA	L WORK	FORCE C)N 09/30/	2012	2	A	Adjusted vailability	y%	8 UN	DERUTILIZ	ATION	4			ND PRON /2011 - 09			5	% OF Goa	als Met Base Availabilit	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E39	# 5			7	6	2	20	7.9	25.2	33.6	7.0		*	1	-		-	-	-	1	0.00/	VEO	00.00/
	% 25.0	15	0	35.0	30.0	10.0	100.0				7.9	NO	3.6	100.0	3	F	2	1		100.0 20	0.0%	YES	89.3%
E410	# 48 % 55.8	15 17.4	8 9.3	10 11.6	5 5.8		86 100.0	24.8	7.9	4.3	7.4	NO	NO	8 40.0	3 15.0	5 25.0	3 15.0	1 5.0		100.0	70.2%	YES	YES
	# 26	5	9.3 4	250	107	22	414	-			7.4	NO	NU	40.0	15.0	23.0	33	9	4	48	70.2%	TEO	TES
E511	# <u>20</u> % 6.3	1.2	1.0	60.4	25.8	5.3	100.0	1.5	64.3	18.0	0.3	3.9	NO	2.1		2.1	68.8	18.8	8.3	100.0	80.0%	93.9%	YES
	# 10	3	1	47	10	5	76				0.0	•	NO	1			7		0.0	8	00.070	00.070	
E512	% 13.2	3.9	1.3	61.8	13.2	6.6	100.0	4.4	50.3	16.6	0.5	NO	3.4	12.5			87.5			100.0	88.6%	YES	79.5%
E040	# 9		1	1	3	1	15	24.4	7.0	44.5		*		2			1	1		4		1	k
E613	% 60.0		6.7	6.7	20.0	6.7	100.0	31.4	7.2	11.5	31.4	0.5	NO	50.0			25.0	25.0		100.0	0.0%	93.1%	YES
E614	#	2		1	1		4	5.2	32.3	23.6		*										1	*
2014	%	50.0		25.0	25.0		100.0	J.2	52.5	23.0	NO	7.3	NO							100.0	YES	77.4%	YES
E615	# 9	4	2	81	43	8	147	2.6	52.3	23.8				3			16	5		24			
2013	% 6.1	2.7	1.4	55.1	29.3	5.4	100.0	2.0	52.5	20.0	NO	NO	NO	12.5			66.7	20.8		100.0	YES	YES	YES
E616	# 1			8	3		12	2.7	51.6	24 7	;	•						1		1	,	•	
2010	% 8.3			66.7	25.0		100.0	2.1	01.0	24.7	2.7	NO	NO					100.0		100.0	0.0%	YES	YES
E717	# 35	8	5	3		1	52	11.3	3.9	1.8			*										
27.17	% 67.3	15.4	9.6	5.8		1.9	100.0	11.0	0.0	1.0	NO	NO	1.8							100.0	YES	YES	0.0%
NOTE: LEGEN	D: WM = V WF = V If an a Colum	Vhite Ma Vhite Fe gency i In # 4.	ale male is not e	BM = Bl BF = Bl employi	ack Mal ack Ferr ng any	e C iale (<i>race/s</i>	0M = Oth OF = Oth ex grou	ner Male ner Ferr Ip at a	e nale <i>rate e</i> e	T = To # = Ni qual to	tal umber	% = Perce Ijusted A	ove inforr entage vailabilit				derutilia	zation is	s notec	d in			
	L	evel of (Goal At	tainmen tainmen tainmen	t for 20	11:	81.5 pe 84.6 pe 82.1 pe	ercent															

					Un	ivers	sity c	of So		gency	Directo	a - Tot er: Harris er: Bobby	Pastides		ı (Pa	ge 4	of 4)					
1 EEO CATEGORY		ACTU	AL WORK	FORCE	ON 09/30,	/2012	2	(Quali	Adjusteo vailability fied Labo	d y% or Pool)	3 1U	IDERUTILIZ	4 ATION	ŀ			ND PROM /2011 - 09			5		als Met Based Availability	
E718	WM # 127 % 65.1	ВМ 45 23.1	ом 18 9.2	WF 5 2.6	BF	OF	TOTAL 195 100.0	<u>вм</u> 11.5	WF 3.2	BF 1.2	BM NO	WF 0.6	BF 1.2	WM 9 60.0	BM 1 6.7	OM 3 20.0	WF 2 13.3	BF	OF	TOTAL 15 100.0	BM YES	WF 81.3%	BF 0.0%
E819	# 31 % 46.3	14 20.9	4 6.0	2 3.0	15 22.4	1 1.5	67 100.0	11.7	3.9	0.6	NO	* 0.9	NO	3 33.3	1 11.1			4 44.4	1 11.1	9 100.0	YES	* 76.9%	YES
E820	# 35 % 22.4 # 1	40 25.6 2	11 7.1	11 7.1 1	55 35.3 9	4 2.6 1	156 100.0 14	25.4		3.4	NO	NO	NO	4 33.3	2 16.7	2 16.7	3 25.0	1	1 8.3	12 100.0	YES	YES	YES
E821	% 7.1 #	14.3		7.1	64.3	7.1	100.0	27.0	13.4	18.8	12.7	6.3	NO					100.0		100.0	53.0%	53.0%	YES
	% #																				-		
	# %																						
	# %											\downarrow											
	# %																						
NOTE: LEGEN	D: WM = ' WF = ' If an a Colum	White Ma White Fe ngency nn # 4.	ale emale <i>is not e</i>	BM = B BF = B employ	Black Mal Ilack Fen <i>ing any</i>	le (nale (race/s	OM = Oth OF = Oth	ner Male ner Ferr <i>up at a</i>	e nale <i>rate e</i>	T = To # = Ni qual te	tal umber o <i>the A</i>	ow the ab % = Perce <i>djusted A</i> on.	entage				derutili	zation i	s noted	d in			
	L	evel of	Goal At	tainmei	nt for 20 nt for 20 nt for 20)11:	81.5 p 84.6 p 82.1 p	ercent															

							Voc	atio		ency [Director	Barbara Eric S. N	G. Holl		ent c	of							
1 EEO CATEGORY	1	ACTU	AL WORF	(FORCE (ON 09/30/	2012	2		Adjuste vailabilit	: d :y%	3	DERUTILIZ		4			ND PROM /2011 - 09,			5	% OF Goa	als Met Base Availability	6 d on Adjusted ⁄
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# <u>9</u> %47.4			8 42.1	2 10.5		19 100.0	6.4	41.6	11.8	6.4	NO	1.3								0.0%	YES	* 89.0%
E2	# 169	54	1	282	192	8	706	9.5	34.6	18.8				15	4	31	20	2	2	74			
	% 23.9 # 18	7.6 2	0.1	39.9 15	27.2 3	1.1	100.0 39				1.9	NO	NO	20.3	5.4	41.9	27.0 1	2.7	2.7	100.0 2	80.0%	YES	YES
E3	% 46.2	5.1		38.5	7.7	2.6	100.0	6.7	31.6	15.4	1.6	NO	7.7	50.0			50.0			100.0	76.1%	YES	50.0%
E5	# 19	14		89	27	3 2.0	152 100.0	6.7	61.3	10.9				1	1		4	2	1	9			
	% <u>12.5</u> # 2	9.2 3		58.6 57	17.8 26	2.0	100.0 89				NO	2.7	NO	11.1	11.1 2		44.4	22.2 6	11.1	100.0 15	YES	95.6%	YES
E6	% 2.2	3.4		64.0	29.2	1.1	100.0	3.1	61.8	10.9	NO	NO	NO		13.3		46.7	40.0		100.0	YES	YES	YES
E8	# <u>15</u> % 44.1	5 14.7	2 5.9	5 14.7	7 20.6		34 100.0	21.6	14.8	14.4	6.9	* 0.1	NO	1 50.0		1 50.0				2 100.0	69.10/	, 99.3%	YES
	% 44.1 #	14.7	5.9	14.7	20.0		100.0				6.9	0.1	NO	50.0		50.0				100.0	68.1%	99.3%	TES
	%																				-		
	#							-													_		
	% #																						
	%																						
NOTE: LEGEN	ID: WM = V WF = V If an a Colum	White Ma White Fe gency nn # 4.	ale emale <i>is not</i> e	BM = B BF = Bl employi	lack Mal lack Fen ing any	e (nale r race/s	OM = Oth OF = Oth S ex grou	ner Mal ner Fen <i>Ip at a</i>	e nale n rate e	T = To # = N equal to	tal umber	ow the abo % = Perce <i>ljusted A</i> n.	entage				derutiliz	tation i	s notec	l in			
	L	evel of	Goal At	ttainmer ttainmer ttainmer	nt for 20	11:	86.8 p 85.7 p 86.6 p	ercent															

								Wil				portu or: Pat G	Inity S	Scho	ol								
													Thurstin										
1 EEO CATEGORY					ON 09/30/		2	(Qual	Adjuste Vailabilit	y% or Pool)		DERUTILIZ				10/01	/2011 - 09			5		Availability	6 on Adjusted
	# 3	BM	OM	WF 3	BF	OF	TOTAL 6	BM	WF	BF	BM *	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM *	WF	BF
E1	# <u>5</u> % 50.0			50.0			100.0	3.4	31.5	38.3	3.4	NO	38.3								0.0%	YES	0.0%
E2	# 18	23	1	10	8		60	7.9	42.1	17.7				9	10		6	6		31			
L2	% 30.0	38.3	1.7	16.7	13.3		100.0	7.5	42.1	17.7	NO	25.4	4.4	29.0	32.3		19.4	19.4		100.0	YES	39.7%	75.1%
E3 and E5	# <u>3</u> %60.0				2		5 100.0	13.2	28.0	22.4	*	00.0									*	0.00/	VEO
	% 60.0 #			3	40.0		5				13.2	28.0	NO				1			1	0.0%	0.0%	YES
E6	%			60.0	40.0		100.0	0.2	69.7	17.6	0.2	9.7	NO				100.0			100.0	0.0%	86.1%	YES
E8	# 3	2		2	1		8	21.4	12.2	21.9			*	1			1	1		3			*
	% 37.5	25.0		25.0	12.5		100.0	21.4	12.2	21.5	NO	NO	9.4	33.3			33.3	33.3		100.0	YES	YES	57.1%
	# %																				-		
	#																				-		
	#																						
	#																						
NOTE:		ection e	ntitled "	Unders	tanding	the Re	port" for	a deta	ailed ex	planat	ion of ho	w the ab	ove inforn	nation w	vas com	puted.						<u> </u>	
LEGEN	D: WM = 1	White Ma White Fe			lack Mal lack Fen		OM = Oth OF = Oth			T = To # = Nu		% = Perce	entage										
												iusted A	vailabilit	/ nerce	ntage	the unr	lerutiliz	ration i	s noteo	lin			
		nn # 4.	10 1102 0	mpioy	ing any	1000/0	cx grot	ip ut u	nuic c	quui t	ane Au	usicu A	vanabintj	, perec	mage,			Lucion	5 noted				
			hlishad	hecaus	a tha ur	nderutili	zation is		than or		e persor	`											
	No go		Shorieu	beedduo			2010111	5 1000			e persor												
	1	evel of	Goal At	tainmar	nt for 20	10.	75.7 pe	arcant															
		evel of				-	69.4 pe																
		evel of					71.5 pe																
							p																

								Win		reside	nt: Dr. A		Page DiGiorgic owart		2)								
1 EEO CATEGORY	1 ACTUAL WORKFORCE ON 09/30/2012								3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION				HIRES A 10/01	6 % OF Goals Met Based on Adjusted Availability						
	# 27	BM	OM	WF 25	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	# <u>27</u> % 50.9			47.2	1 1.9		53 100.0	1.9	42.6	5.3	1.9	NO	3.4	2 40.0			3 60.0			5 100.0	0.0%	YES	35.8%
	# 35	3	4	22	1.0	3	67				1.5	NO	*	2		1	3		1	7	0.070	TLO	33.070
C3	% 52.2	4.5	6.0	32.8		4.5	100.0	4.1	25.0	1.0	NO	NO	1.0	28.6		14.3	42.9		14.3	100.0	YES	YES	0.0%
C4	# 42	1	3	51	3	5	105	1.8	39.0	3.2	1	•	*	4			9		4	17	*		
04	% 40.0	1.0	2.9	48.6	2.9	4.8	100.0	1.0	00.0	0.2	0.8	NO	0.2	23.5			52.9		23.5	100.0	55.6%	YES	90.6%
C5	# 18	2	4	37	6	4	71	2.6	47.8	4.7				1		1	2	1	1	6			
	% 25.4 # 5	2.8	5.6 3	52.1 29	8.5 1	5.6 1	100.0 39				NO	NO	NO	16.7		16.7 1	33.3 4	16.7	16.7	100.0 5	YES	YES	YES
C6 and C7	# <u>5</u> % 12.8		7.7	74.4	2.6	2.6	100.0	2.5	48.6	6.9	2.5	NO	4.5			20.0	4 80.0			100.0	0.0%	YES	37.7%
	# 33	4	3	22	1	3	66				2.0	*	1.0	8	1		8		1	18	0.070	*	,
C8 and C9	% 50.0	6.1	4.5	33.3	1.5	4.5	100.0	4.5	33.6	3.1	NO	0.3	1.6	44.4	5.6		44.4		5.6	100.0	YES	99.1%	48.4%
E1	# 3			5			8	2.7	43.8	13.7	1	•									*		1
LI	% 37.5			62.5			100.0	2.1	43.0	13.7	2.7	NO	13.7								0.0%	YES	0.0%
E2	# 35	4	1	70	16	6	132	4.0	43.9	12.1					1		12	4	1	18	_		
	% 26.5	3.0	0.8	53.0	12.1	4.5	100.0	-			1.0	NO	0.0		5.6		66.7	22.2	5.6	100.0	75.0%	YES	YES
E3	# 18	2	1	15	5 11.9	1 2.4	42 100.0	5.2	26.3	10.6							1	1		2			
NOTE:	% 42.9	4.8	2.4	35.7	-			<u> </u>	<u>.</u> 	<u>.</u>	0.4	NO	NO ove inforr	L			50.0	50.0		100.0	92.3%	YES	YES
	D: WM = \ WF = \	Vhite Ma Vhite Fe gency a	ale emale	BM = B BF = Bl	lack Mal lack Fen	e (nale	OM = Oth OF = Oth	ner Mal ner Fer	le nale	T = To # = N	otal umber	% = Perce					lerutiliz	ation i	s noted	d in			
	*No gc	al estal	olished	becaus	e the ur	nderutili	ization i	s less	than or	ne who	le perso	n.											
				tainmer		-	84.4 p																
				tainmer tainmer			86.3 p 86.2 p																

Winthrop University (Page 2 of 2) President: Dr. Anthony DiGiorgio EEO Officer: Lisa Cowart																								
1 EEO CATEGORY	1 2 ACTUAL WORKFORCE ON 09/30/2012								3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
E4	WM # 9 % 64.3	ВМ 2 14.3	ОМ 1 7.1	WF 1 7.1	BF 1 7.1	OF	TOTAL 14 100.0	<u>вм</u> 15.4	WF 1.1	BF 4.3	BM * 1.1	WF NO	BF NO	WM	BM	ом 1 100.0	WF	BF	OF	100.0	BM * 92.9%	WF YES	BF YES	
E5	# %			24 75.0	6 18.8	2 6.3	32 100.0	1.9	56.5	14.3	* 1.9	NO	NO				3 75.0		1 25.0	4 100.0	* 0.0%	YES	YES	
E6	# <u>1</u> % <u>1.4</u> # 29	5		58 80.6 5	11 15.3	2 2.8	72 100.0 39	5.8	59.6	12.0	5.8	NO	NO	1 12.5 2			6 75.0 1		1 12.5	8 100.0 3	0.0%	YES	YES	
E7	# <u>29</u> % 74.4 # 25	12.8 14		12.8 7	41	3	100.0 90		3.7	0.8	13.9	NO	0.8	66.7 6	3		33.3	1		100.0 10	47.9%	YES	0.0%	
E8	% <u>27.8</u>	15.6		7.8	45.6	3.3	100.0	19.4	12.6	17.6	3.8	4.8	NO	60.0	30.0			10.0		100.0	80.4%	61.9%	YES	
								 																
								 																
								 																
NOTE:	See se	ection e	ntitled "	Unders	tanding	the Re	nort" for	a det	ailed ex	nlanat	ion of ho	w the ab	ove inform	nation v	vas com	nuted								
-	NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed. LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage WF = White Female BF = Black Female OF = Other Female # = Number If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.																							
	L	evel of evel of evel of evel of	Goal At Goal At	tainmer	nt for 20 nt for 20	10: 11:	2ation is 84.4 p 86.3 p 86.2 p	ercent		ie who	e persor													

Workers' Compensation Commission Agency Director: Gary M. Cannon																							
EEO Officer: Cathy Floyd																							
1 EEO CATEGORY	1 ACTUAL WORKFORCE ON 09/30/2012							2 Adjusted Availability% (Qualified Labor Pool)		4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							5 6 % OF Goals Met Based on Adjusted Availability			
	WM1	BM	ОМ 1	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF 1	BF	OF	TOTAL	BM	WF	BF
E1	# <u>1</u> % 20.0		20.0	3 60.0			5 100.0	3.6	26.4	4.3	3.6	NO	4.3				100.0	-		100.0	0.0%	YES	0.0%
	# 4	2	20.0	17	9		32	+		<u> </u>	3.0	NO	4.3				100.0			100.0	0.0%	TLO	0.0%
E2 and E3	 % 12.5	6.3		53.1	28.1		100.0	4.4	42.6	12.8	NO	NO	NO								YES	YES	YES
E5	#			3			3	1.4	68.1	13.3	1		*								*	Î.	*
	%			100.0			100.0	1.4	00.1	15.5	1.4	NO	13.3								0.0%	YES	0.0%
E6	#			3	2		5	6.7	46.5	29.1	,										*		
	%			60.0	40.0		100.0				6.7	NO	NO								0.0%	YES	YES
	#																				_		
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NOTE:					-								ove inforn	nation v	vas com	nputed.							
LEGEN	D: WM = \				lack Ma		OM = Oth			T = Tot		% = Perce	entage										
		White Fe		BF = B			OF = Oth			# = Nu													
			is not e	employ	ing any	/ race/s	ex grou	ıp at a	rate e	qual to	o the Ad	justed A	vailabilit	y perce	ntage,	the un	derutiliz	zation i	s notec	l in			
	Colun																						
	*No go	al esta	blished	becaus	e the u	nderutil	ization is	s less	than or	ne whol	e perso	า.											
	1	aval of	Goal At	tainmer	nt for 20	01 0 ∙	100.0	oercer	ht														
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SECTION VI

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