

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



**FEBRUARY 1, 2020**

**ANNUAL REPORT TO THE GENERAL ASSEMBLY**

**SOUTH CAROLINA STATE HUMAN AFFAIRS COMMISSION**



**SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

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**South Carolina Human Affairs Board of Commissioners**

**John A. Oakland, Chairman**

Cheryl Ludlam, Vice Chair  
Andrew Williams

Harold Jean Brown-Williams  
Leon Winn

**Acknowledgement:**

We would like to thank Commissioner Raymond Buxton, II, who served as Commissioner of the South Carolina Human Affairs Commission from July 2012 until his retirement in December 2019, for his commitment to preventing and eliminating unlawful discrimination.

**MEMORANDUM**

TO:           The Honorable Henry McMaster                   The Honorable Harvey S. Peeler, Jr.           The Honorable Jay Lucas  
              Governor of South Carolina                   President of the Senate                   Speaker of the House

FROM:        *Janie A. Davis*  
              Janie A. Davis, Commissioner  
              South Carolina Human Affairs Commission

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

DATE:        January 31, 2020

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

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

In keeping with these requirements, it is my pleasure to present to you the 2020 Report to the General Assembly, which examines the progress state government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

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

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

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

Copy: Legislative Printing and Information Technology Resources; Agency Heads

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# **SECTION I**

## INTRODUCTION

This report covers the period of October 1, 2018 through September 30, 2019, and is based primarily on the employment data collected by the Human Affairs Commission (SCHAC) from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts, as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

### What is Affirmative Action?

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

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

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

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

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

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

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

**Exempt Agencies:**

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

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



## **Affirmative Action Plan Components**

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

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

Each plan approved by SCHAC contains the following information:

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

### **Job Group Analysis**

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

### **Availability Analysis**

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

## **Determining Underutilization**

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

### **Goals**

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

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

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

Please refer to pages 45-51 for more detailed explanations of the guidelines used for this report.

**AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS**

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

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

Governor's School for Arts and Humanities  
Governor's School for Science and Mathematics  
Greenville Technical College  
Health and Environmental Control  
Health and Human Services  
Higher Education, Commission on  
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  
Lander University  
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, Parole and Pardon, Department of  
Public Employee Benefits Authority

Public Safety, Department of  
Public Service Commission  
Retirement Investment Systems  
Revenue, Dept. of  
Revenue and Fiscal Affairs Office  
Santee Cooper  
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**

- Arts Commission
- Housing Finance and Development Authority, South Carolina

# **SECTION II**

## Report Summary

This report includes employment data by race, gender, and level of employment for 90 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC, but should have non-discrimination policies and procedures in place.

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

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

All of the information required by state Proviso 117.13 of the State Appropriations Act on the progress each state agency has made towards meeting their affirmative action goals to achieve an equal opportunity environment is included. This Proviso requires all agencies to send current employment data to SCHAC for analysis. The results are included in Section III.

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred. Of the 90 agencies (including colleges and universities), 88 or 97.7 percent achieved at least a level of 70 percent of their goals, which includes three agencies reaching 100 percent. In addition, 54 agencies maintained or showed an increase in their goal achievement. Of those 54 agencies that maintained or showed an increase in their overall goal achievement, 20 agencies increased their achievement by 5 percent or more, and six increased it by more than 10 percent. The South Carolina Housing, Finance and Development Authority and the Arts Commission are currently exempt from reporting due to consistently achieving their goal attainment, until new Census data is available.

During the period covered in this report, the total number of state government employees was 68,085. This number includes colleges and universities.

We have listed what SCHAC refers to as *State Government's Top Ten* list. The Top Ten had the highest goal attainment for this reporting period and includes three agencies: The Museum Commission; The Public Service Commission; and, State Board for Technical and Comprehensive Education, all of which achieved 100 percent of their goals. Sometimes reorganizations and other factors can affect goal attainment. We have also included those agencies that failed to achieve at least 70 percent of their goals during this reporting period. (*See chart for rankings pg. 39*)

In last year's report we noted a continuing trend of the overall increased representation of minorities and women within the workforce. In this year's report, we noticed that the overall representation of women remained the same this year as last year. The overall representation of individuals who identify as Black/African American or Other continued to increase slightly. However, data indicated representation of Black/African American Males has decreased slightly in the top-level job groups.

During this reporting period, there were 68,085 women and men employed by the state government; 42.5 percent were men and 57.35 percent were women. Of those, approximately: 29.7 percent were White Males; 33.1 percent were White Females; 9.4 percent were Black/African American Males; 23.0 percent were Black/African American Females, 4.7 percent identified as Other.

## Report Highlights

- This report is generated using employment data provided by the Department of Administration that is broken out and provided to Agencies for correction. Corrected data Agencies return is entered into our CAAMS system where it is compared to current Census data of individuals available in the workforce by EEO categories. Availability is adjusted to allow for statistical variation and returned to the Agencies for further review for accuracy. Corrections are made as needed, and CAAMS generates reports and Affirmative Action Plans for each agency. We are currently using 2010 Census data until 2020 Census data is made available.
- During the last reporting period of October 2017 to September 2018, there were approximately 67,229 men and women employed by state government. During the current reporting period, there are approximately 68,085 men and women employed by state government, an increase of 856 in the total workforce.
- The Composition of State Government's workforce saw a slight increase in Black/African American Females and a slight increase in individuals identifying as Other. The percentage of White Males in State Government's workforce remained the same, while White Females and Black/African American Males slightly decreased.
- State government has thirty-five agencies achieving over 90 percent of their goals, with three agencies achieving 100 percent of their goals. This is an increase from the two agencies that achieved 100 percent of their goals last year.
- Six agencies significantly increased their level of goal attainment, more than ten percent, from the previous year: Museum Commission increased by 21.1%; Wil Lou Gray Opportunity School increased by 12.4%; SC Board of Financial Institutions increased their goal attainment by 12.2%; State Election Commission increased their goal attainment by 11.8%; Department of Insurance increased by 10.9%; and, Department of Social Services increased by 10.3%.
- This year two agencies that failed to achieve the benchmark of at least 70 percent of their goals are: Commission on Higher Education (69.1%) and State Library (63.3%). Three agencies previously below the benchmark that have now achieved at least 70 percent of their goals are: SC State University (71.4%); Patriots Point (70.3%); and, Department of Aging (71.7%) (formerly known as Lt. Governor's Office).
- In Higher Education black employees' representation remained the same from the previous year at 17.7 percent of the workforce among State Colleges and Universities. Of these employees, males represented 45.3 percent and females represented 54.7 percent. Black/African American Females encompassed 11.6 percent compared to the 39.7 percent of White Females in Higher Education.



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

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 15,080	\$ 21,395	\$ 27,710
02	\$ 18,229	\$ 25,978	\$ 33,728
03	\$ 22,182	\$ 31,614	\$ 41,046
04	\$ 26,988	\$ 38,460	\$ 49,932
05	\$ 32,838	\$ 46,799	\$ 60,760
06	\$ 39,960	\$ 56,947	\$ 73,935
07	\$ 48,622	\$ 69,289	\$ 89,956
08	\$ 59,161	\$ 84,309	\$109,457
09	\$ 71,982	\$102,580	\$133,179
10	\$ 87,584	\$124,812	\$162,041

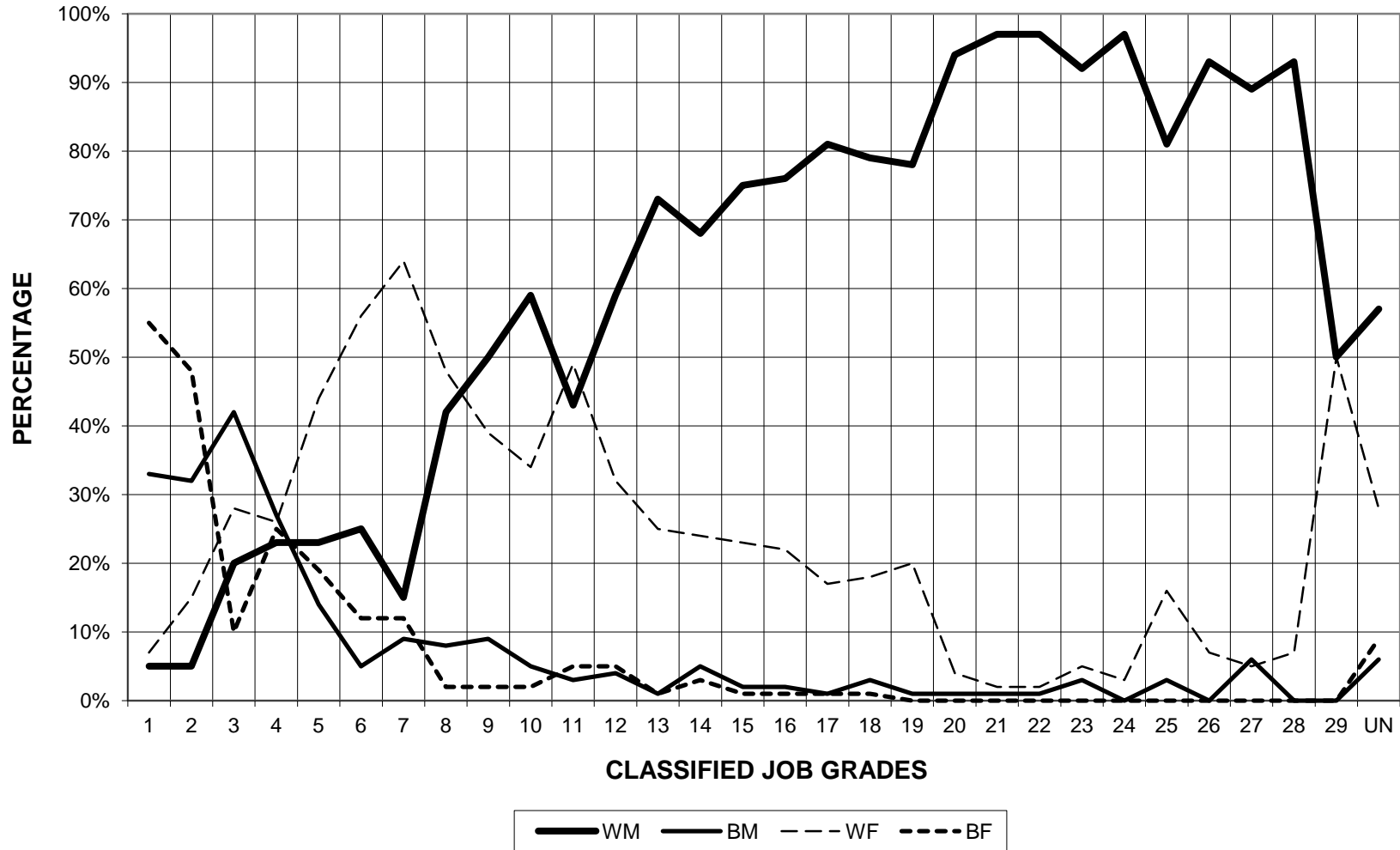
Effective July 1, 2016

**Source: South Carolina State Office of Human Resources**

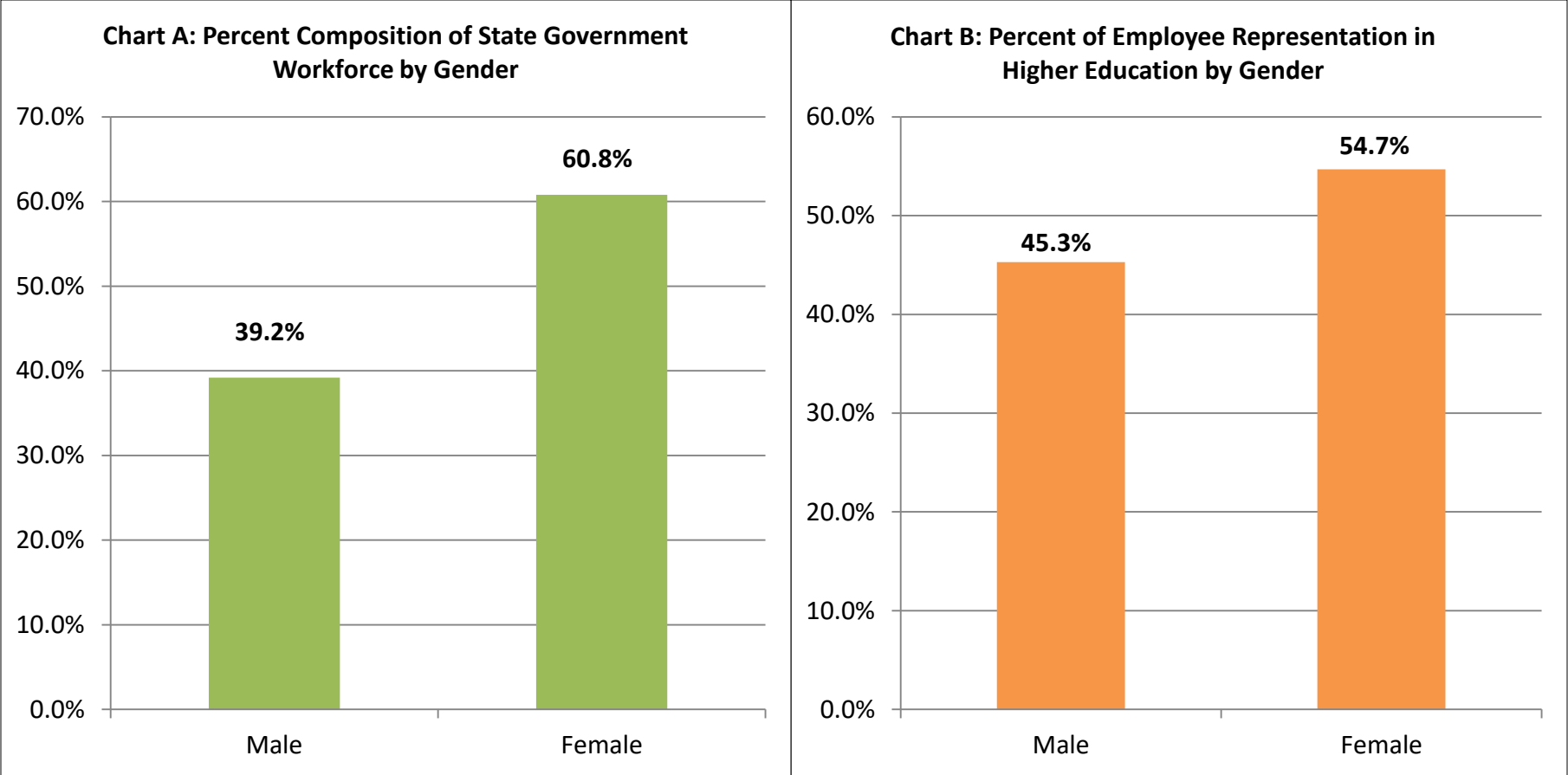
# LINE GRAPH DEPICTING STATE EMPLOYMENT BY JOB GRADE, RACE AND SEX

March, 1972

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

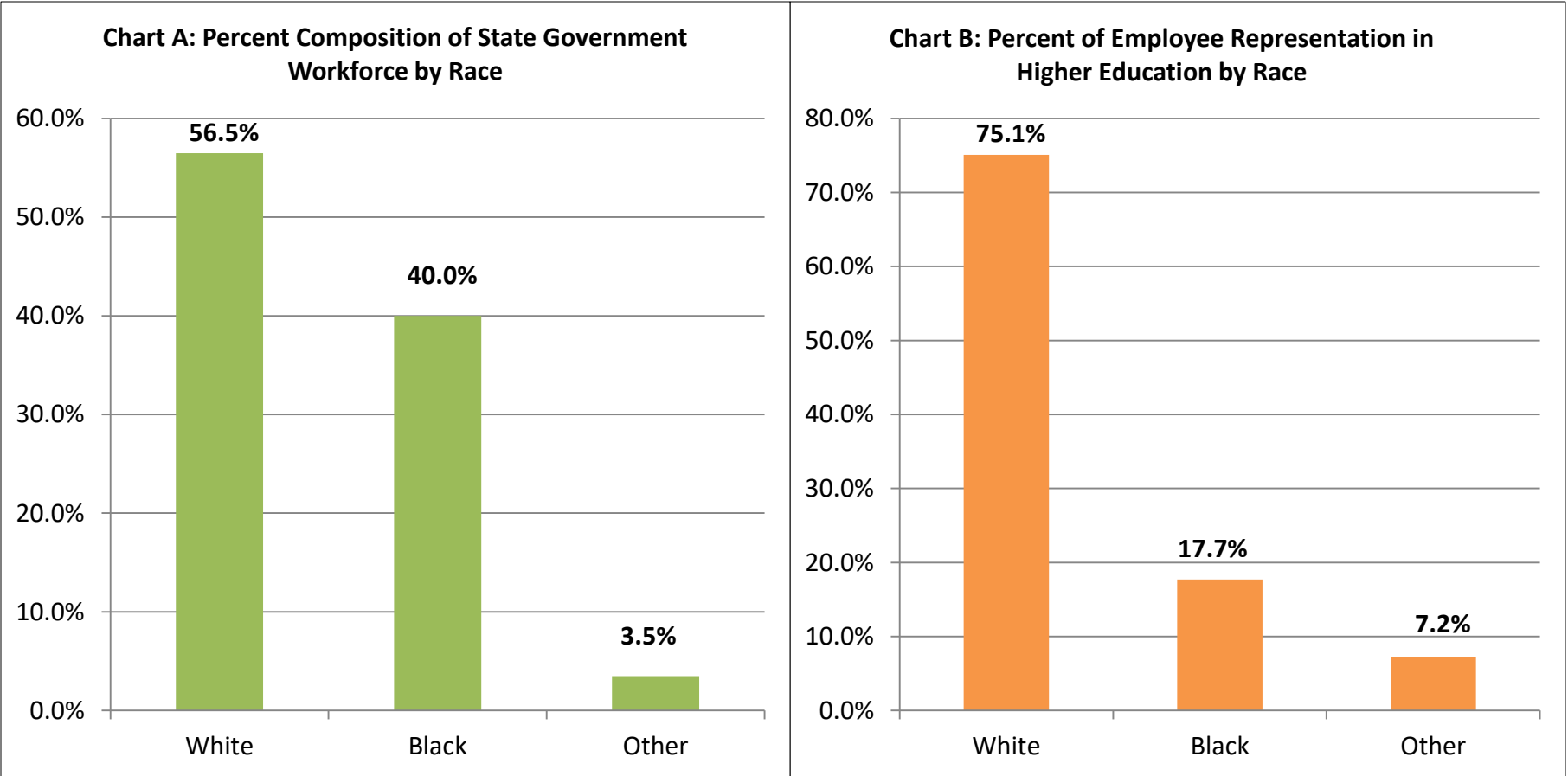


# Representation by Gender: State Government Workforce (Chart A) and Higher Education (Chart B)



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

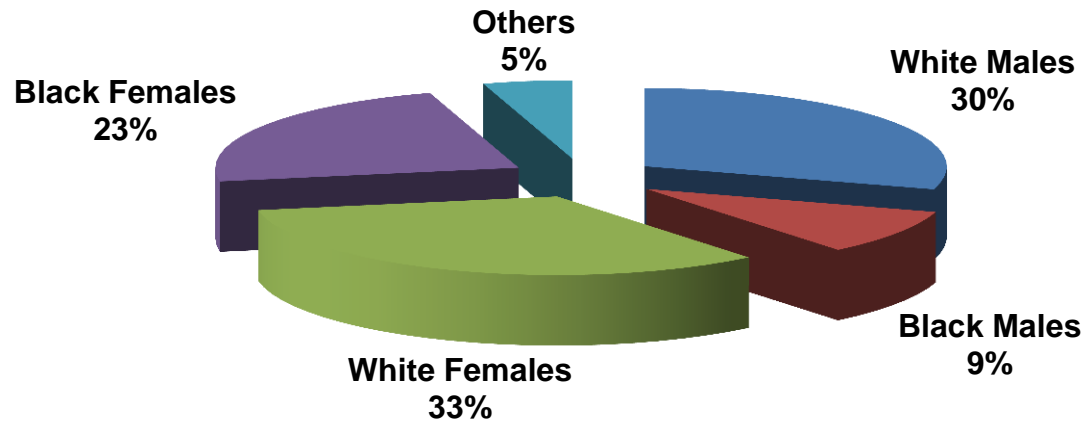
# Representation by Race: State Government Workforce (Chart A) and Higher Education (Chart B)



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

# **SECTION III**

## Composition of State Government Workforce by Race and Sex September 30, 2019



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	20,250	6,377	22,534	15,691	3,233	68,085
Average Salary	\$77,937	\$104,660	\$70,908	\$62,624	\$74,768	\$78,179

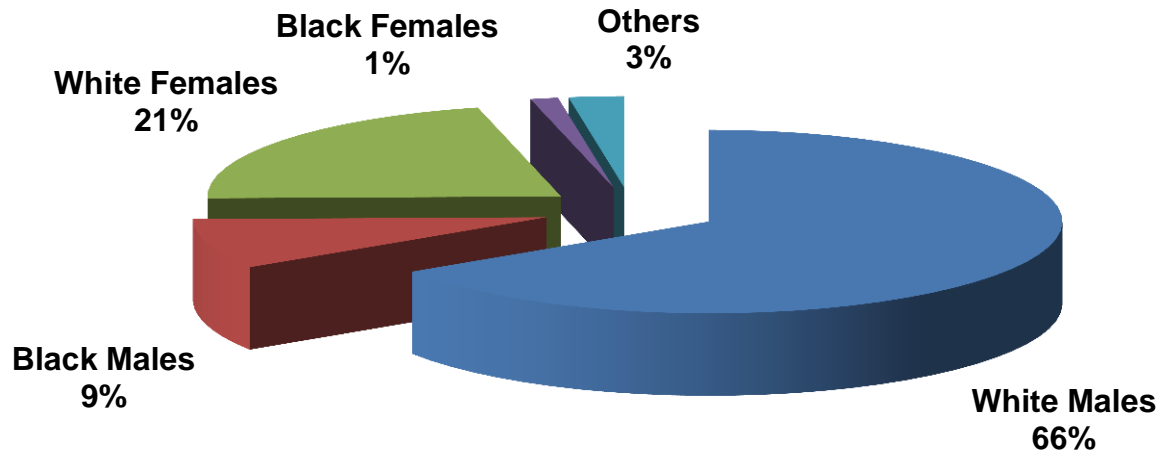
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/19.

## HEADS OF AGENCIES INCLUDED IN THIS REPORT

September 30, 2019



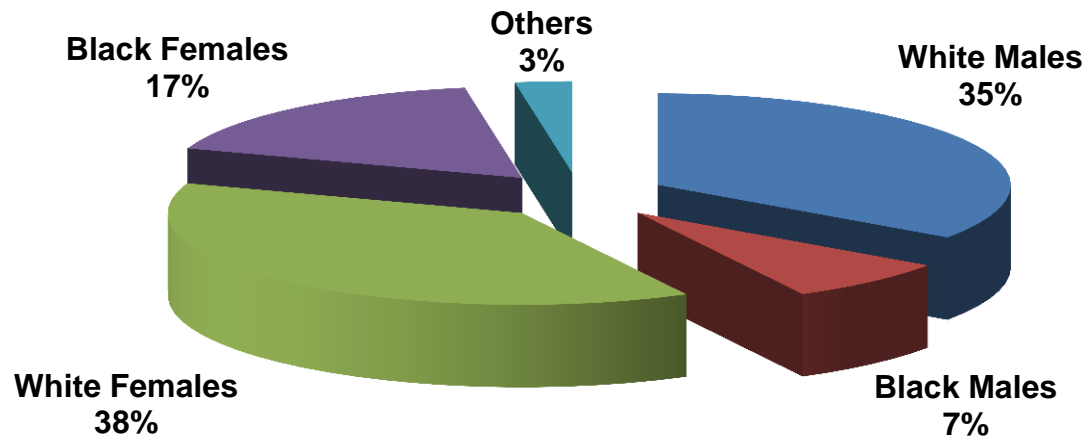
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	52	7	17	1	2	79
Average Salary	\$161,971	\$140,793	\$163,654	\$144,922	\$223,573	\$166,983

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

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

Figures are for 09/30/19.

**E1: EXECUTIVES**  
**September 30, 2019**



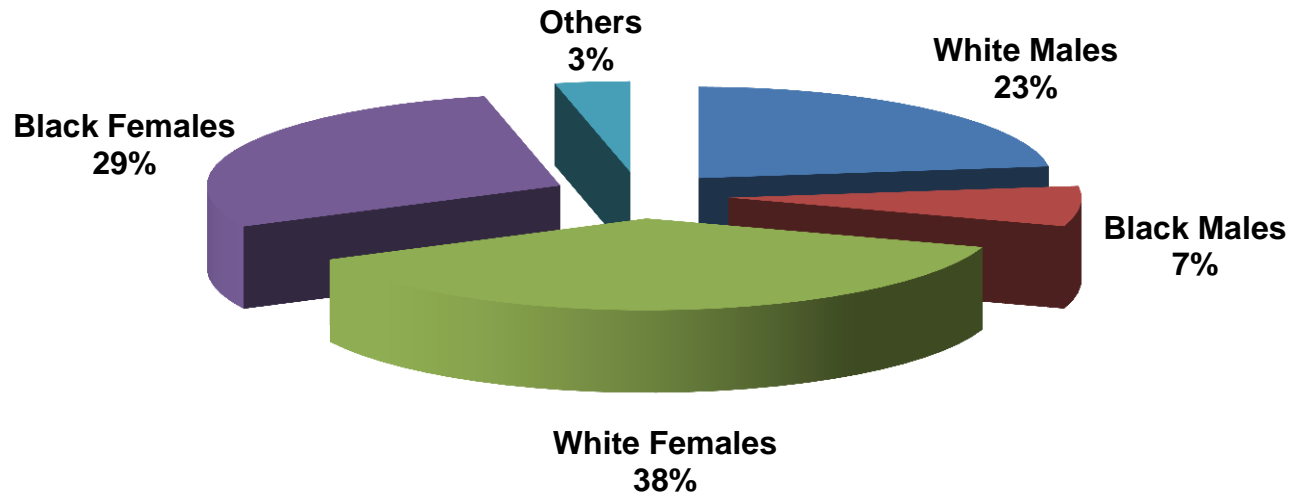
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,748	382	1,911	864	131	5,036
Average Salary	\$81,828	\$76,365	\$74,242	\$70,285	\$82,617	\$77,067

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.



## E2: PROFESSIONALS

September 30, 2019



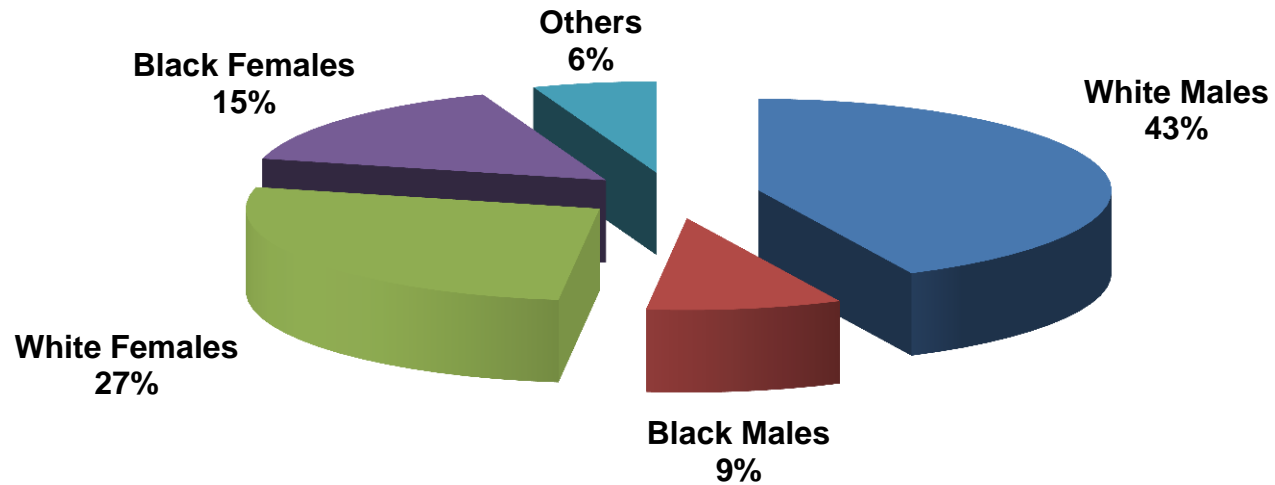
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5,575	1,727	9,131	7,022	840	24,295
Average Salary	\$59,956	\$50,283	\$51,676	\$45,003	\$56,719	\$52,727

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

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

Figures are for 09/30/19.

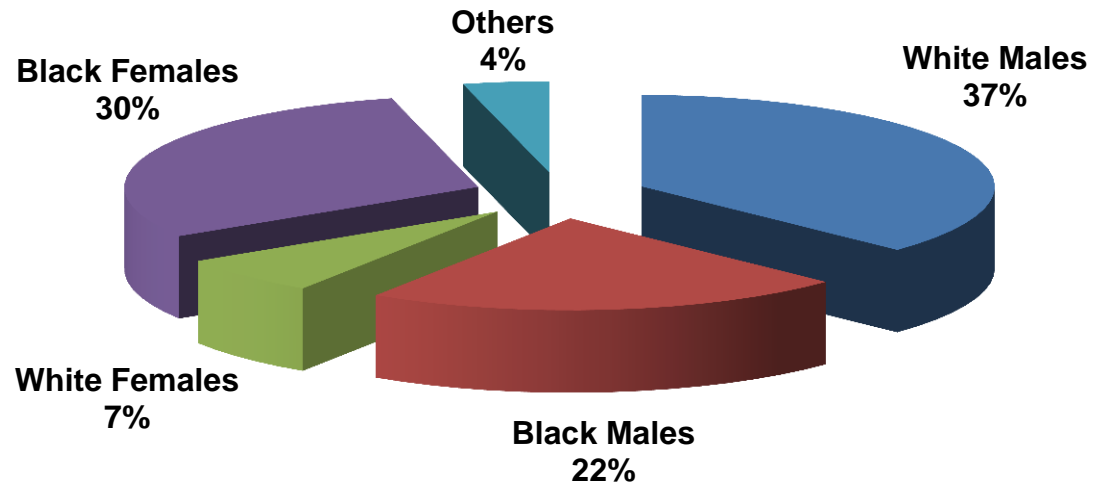
**E3: TECHNICIANS**  
**September 30, 2019**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,231	257	773	446	163	2,870
Average Salary	\$45,712	\$42,023	\$43,936	\$39,467	\$43,786	\$42,985

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

**E4: PROTECTIVE SERVICES**  
September 30, 2019

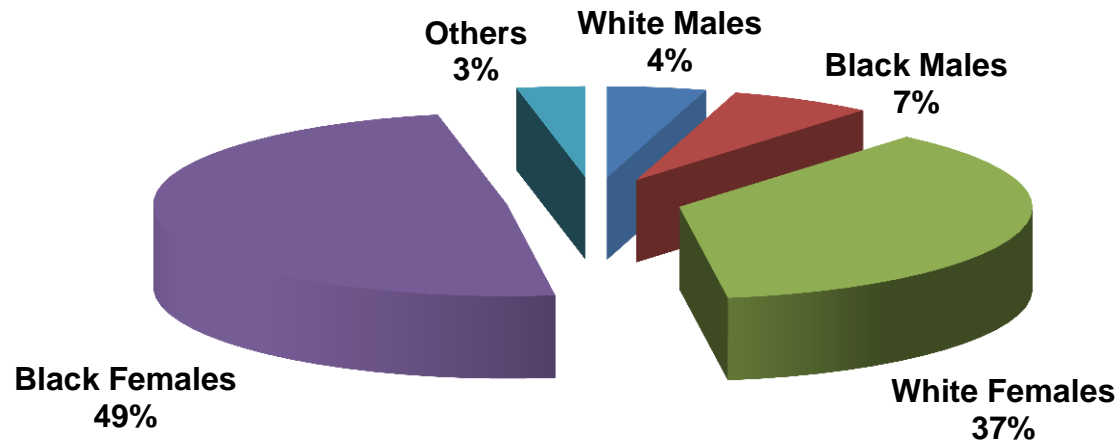


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,687	1,003	307	1,365	179	4,541
Average Salary	\$40,125	\$37,253	\$38,173	\$33,887	\$35,047	\$36,897

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

## E5: PARAPROFESSIONALS

September 30, 2019



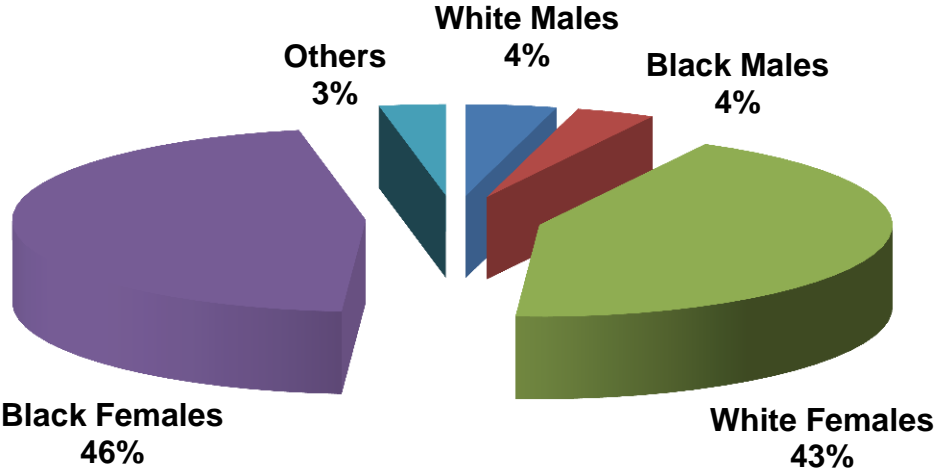
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	234	339	1,887	2,523	162	5,145
Average Salary	\$30,946	\$29,537	\$33,916	\$29,962	\$29,318	\$30,736

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

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

Figures are for 09/30/19.

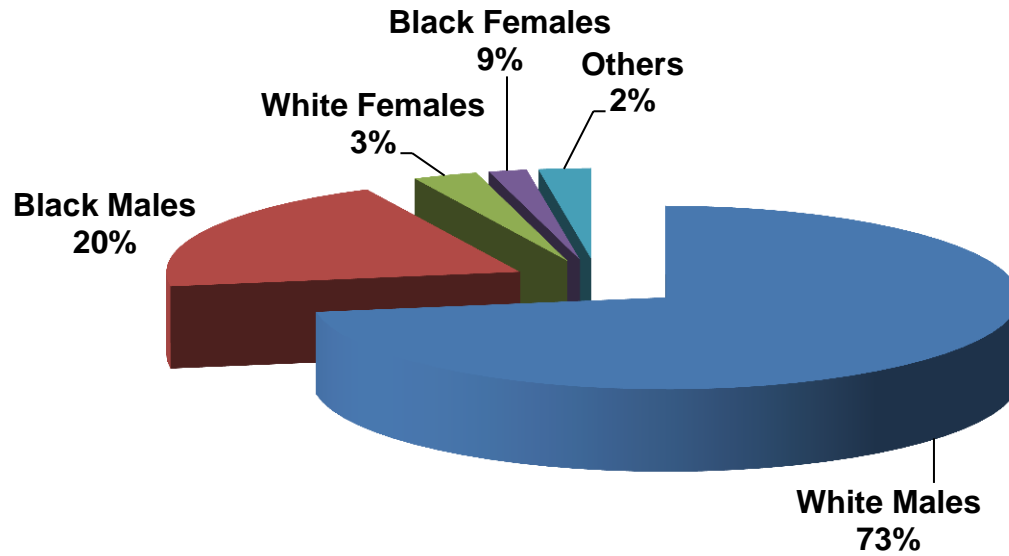
**E6: SECRETARIAL/CLERICAL**  
**September 30, 2019**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	119	104	1,237	1,311	87	2,858
Average Salary	\$28,933	\$27,959	\$29,218	\$28,726	\$26,856	\$28,338

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

**E7: SKILLED CRAFT**  
September 30, 2019

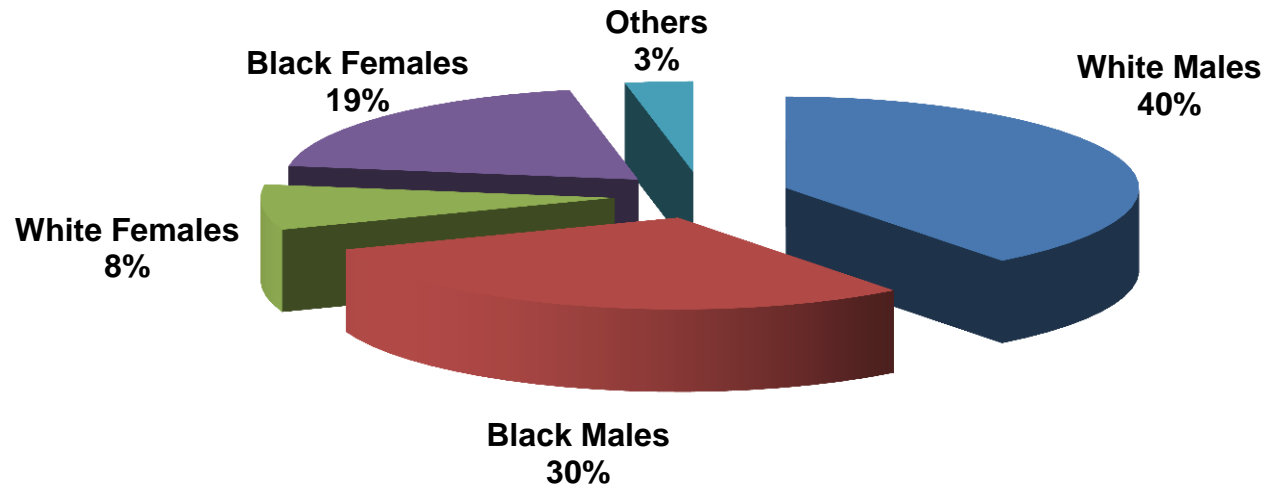


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,827	514	75	44	61	2,521
Average Salary	\$41,432	\$39,566	\$36,938	\$34,333	\$40,832	\$38,620

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System.  
Figures are for 09/30/19.

## E8: SERVICE MAINTENANCE

September 30, 2019



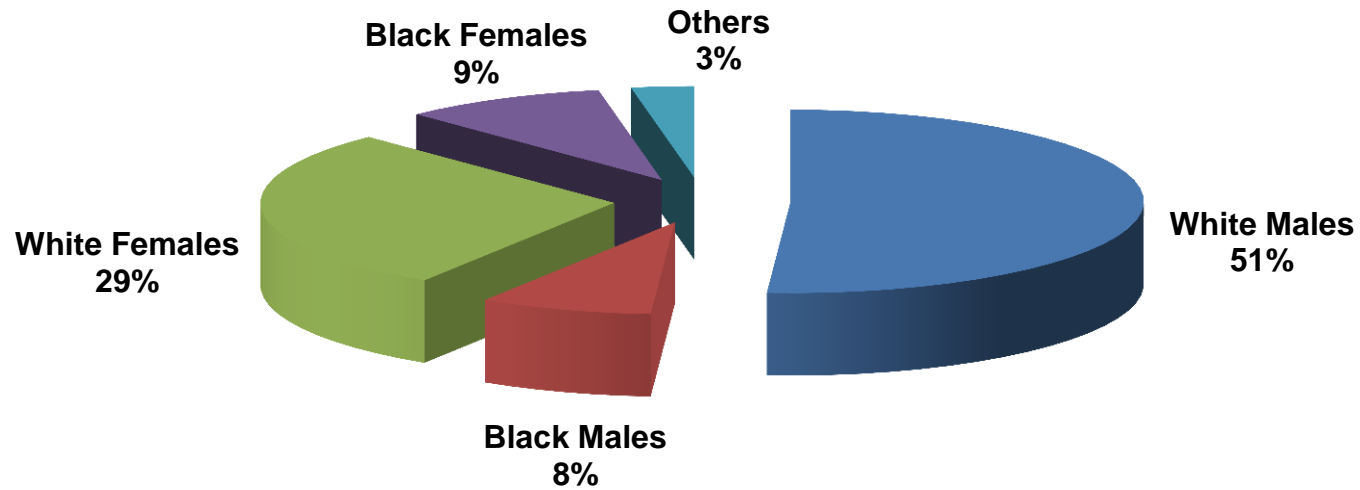
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,328	1,001	269	655	105	3,358
Average Salary	\$31,370	\$28,398	\$29,210	\$25,262	\$28,218	\$28,492

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

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

Figures are for 09/30/19.

**C1: EXECUTIVE (NON-ACADEMIC)**  
September 30, 2019

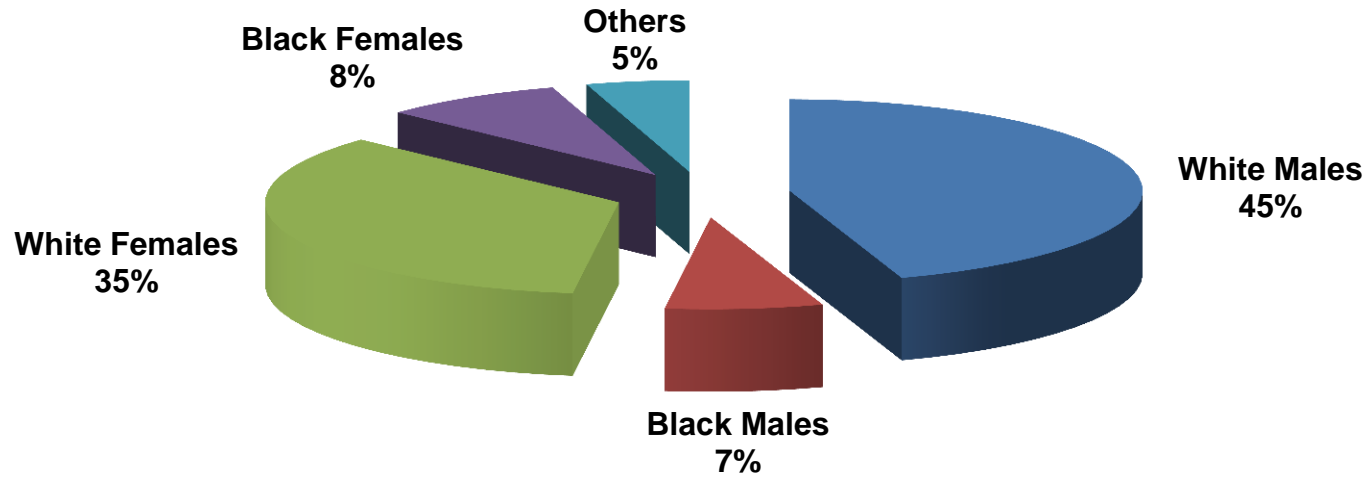


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	71	11	40	13	4	139
Average Salary	\$191,527	\$130,858	\$171,968	\$131,227	\$213,234	\$167,763

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System.  
Figures are for 09/30/19.



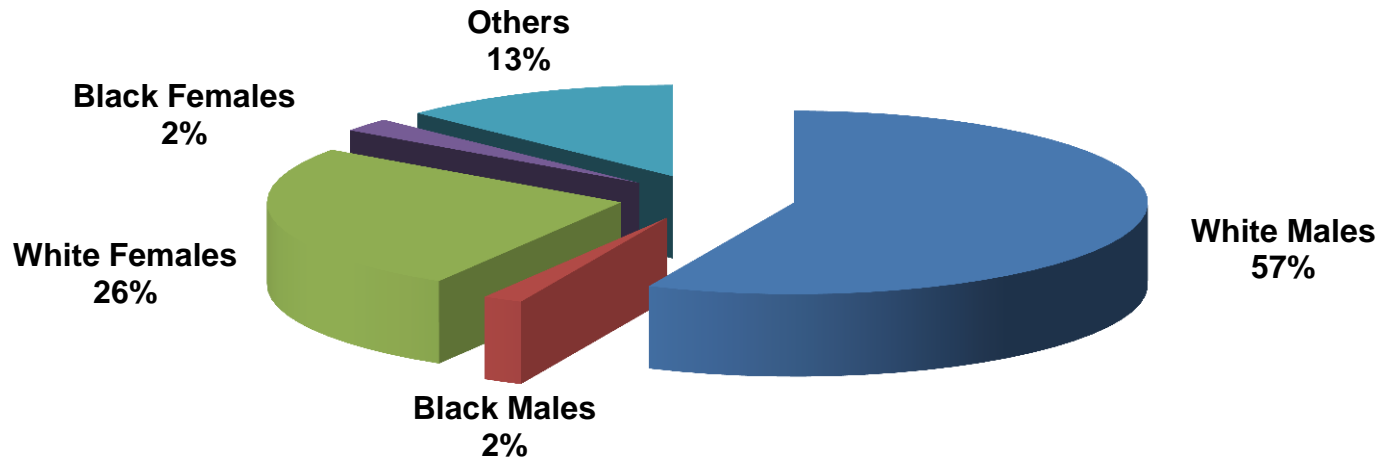
**C2: EXECUTIVE (ACADEMIC)**  
September 30, 2019



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	162	26	126	30	17	361
Average Salary	\$134,300	\$115,642	\$104,476	\$94,505	\$192,914	\$128,367

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System.  
Figures are for 09/30/19.

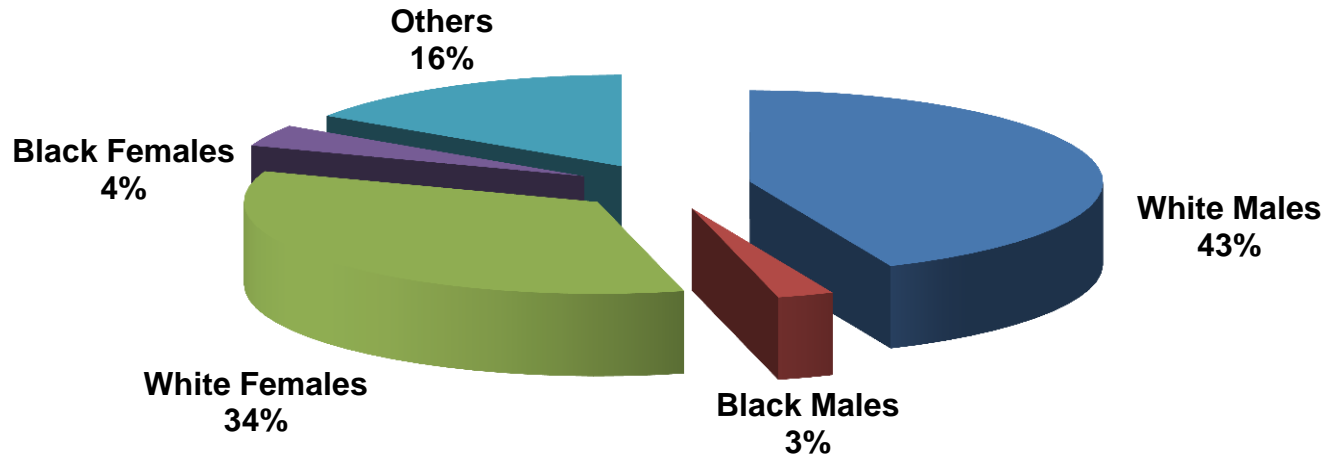
**C3: PROFESSORS**  
September 30, 2019



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,019	33	470	43	231	1,796
Average Salary	\$120,917	\$108,690	\$111,759	\$109,780	\$114,966	\$113,222

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

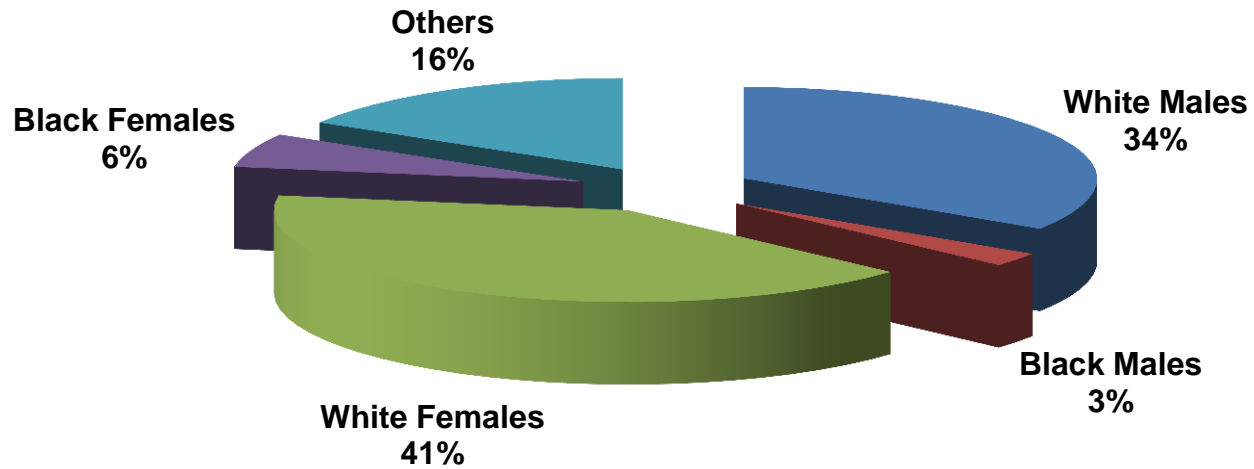
**C4: ASSOCIATE PROFESSORS**  
September 30, 2019



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	825	49	652	73	298	1,897
Average Salary	\$85,878	\$90,914	\$83,358	\$75,576	\$86,656	\$84,476

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System.  
Figures are for 09/30/19.

**C5: ASSISTANT PROFESSORS**  
September 30, 2019

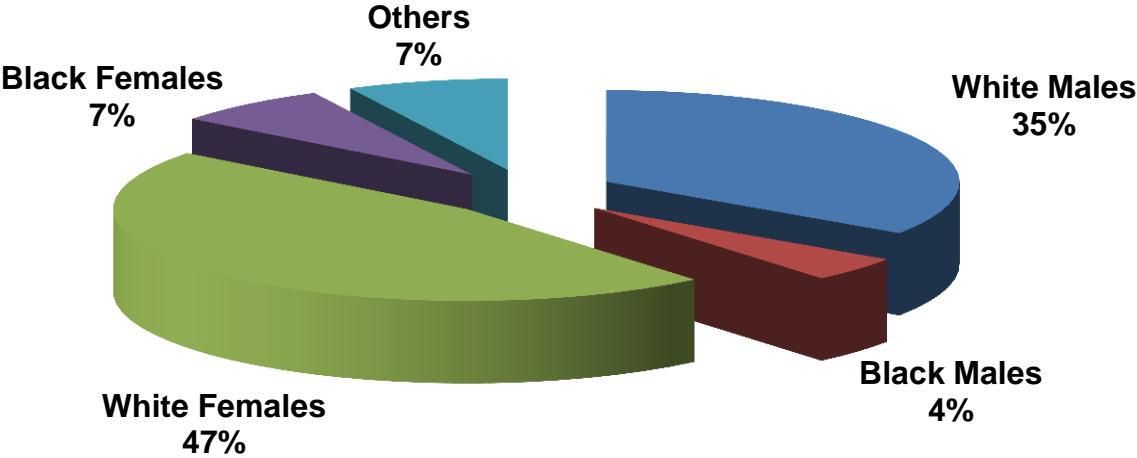


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	690	50	824	121	331	2,016
Average Salary	\$80,353	\$80,865	\$72,568	\$73,217	\$73,344	\$76,069

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

**C6: INSTRUCTORS**

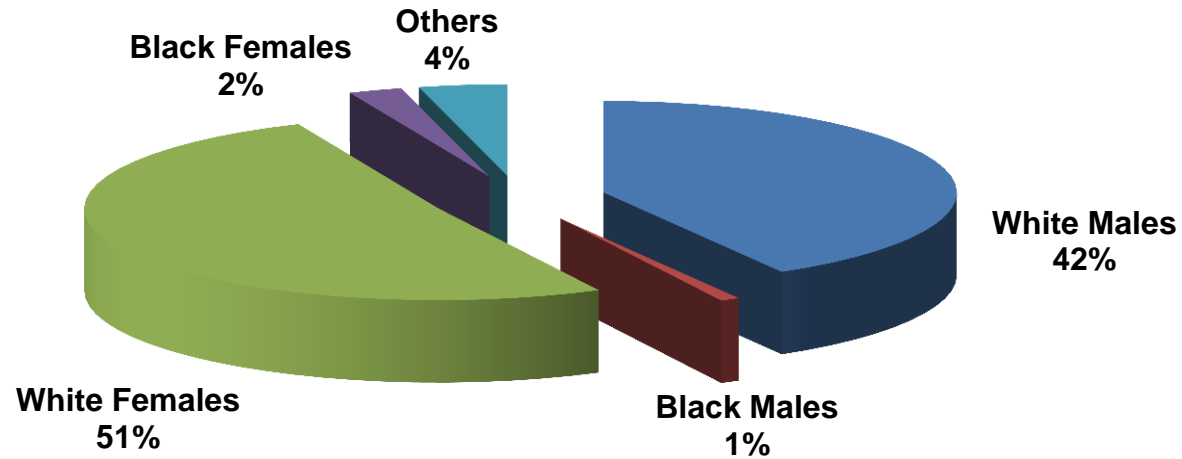
September 30, 2019



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	467	60	631	97	100	1,355
Average Salary	\$57,464	\$51,568	\$52,503	\$51,661	\$74,667	\$57,573

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

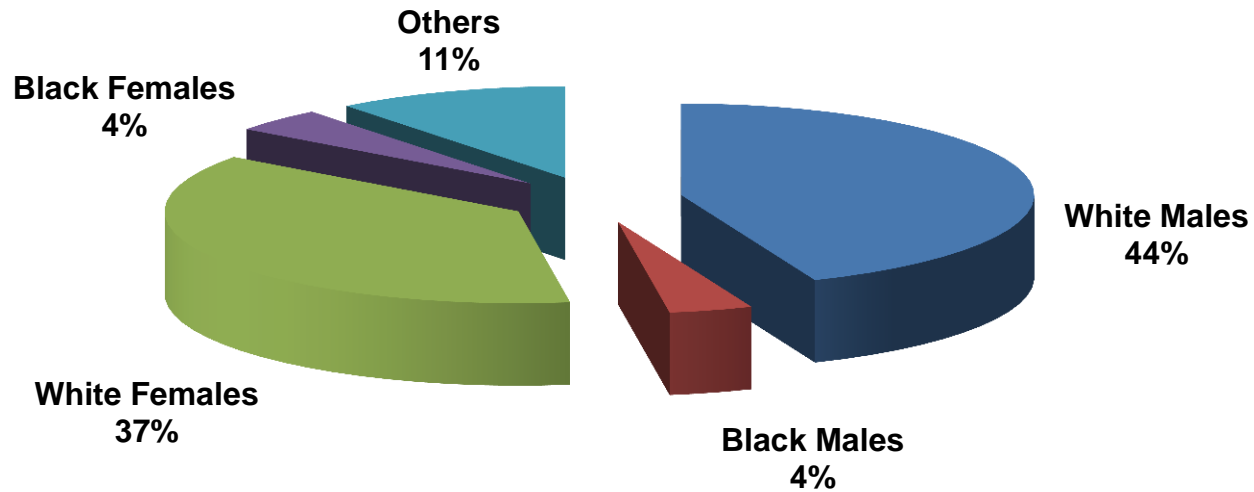
**C7: LECTURERS**  
**September 30, 2019**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	186	4	228	11	18	447
Average Salary	\$63,257	\$58,198	\$54,490	\$56,177	\$59,503	\$58,325

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

**C8: OTHER (ACADEMIC)**  
**September 30, 2019**

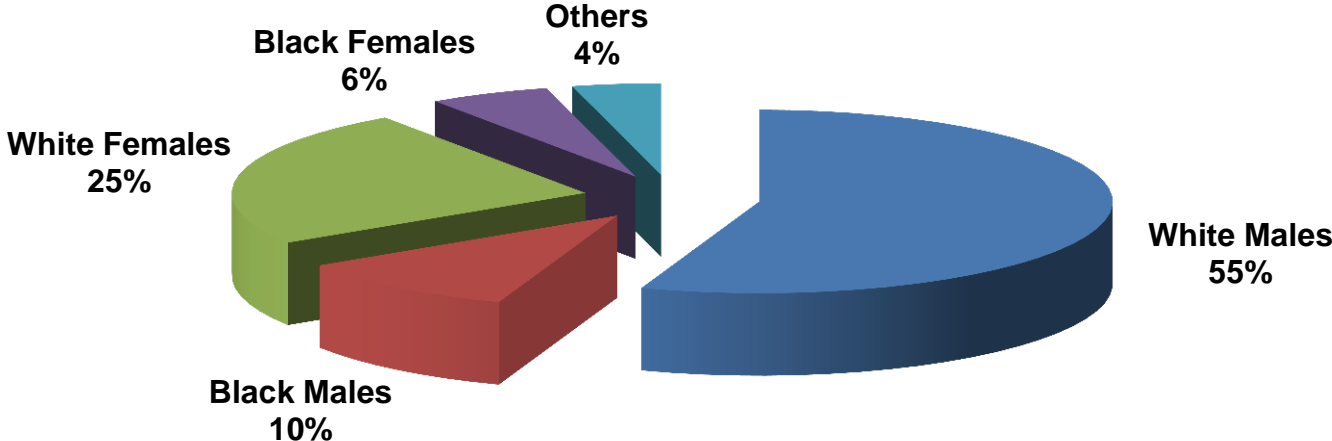


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	103	9	88	10	25	235
Average Salary	\$87,991	\$88,477	\$74,785	\$67,578	\$80,914	\$79,949

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

**C9: OTHER (NON-ACADEMIC)**

September 30, 2019

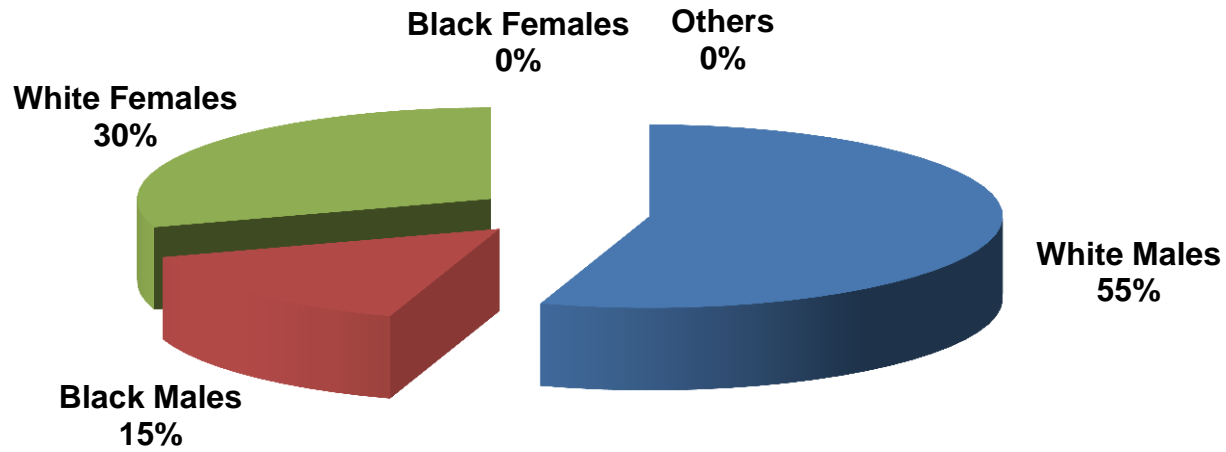


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	450	85	199	45	33	812
Average Salary	\$88,106	\$119,727	\$60,515	\$83,311	\$71,426	\$84,617

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.



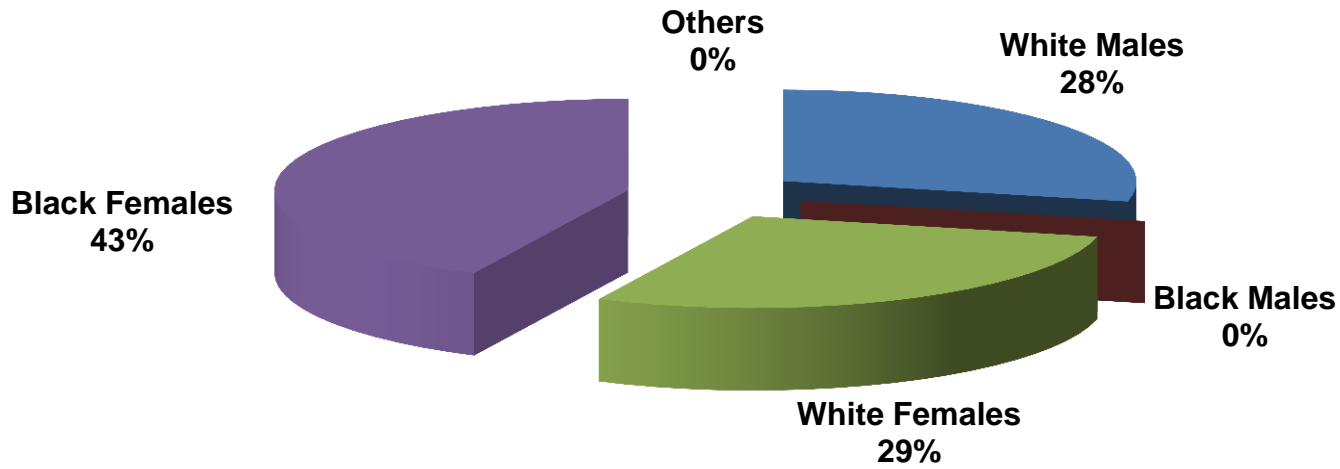
**T1: EXECUTIVES (NON ACADEMIC)**  
September 30, 2019



	White Males	Black Males	White Females	Black Females	Others	Represented Races Total	All Races Total
# of Employees	11	3	6	0	0	20	20
Average Salary	\$160,362	\$153,650	\$163,812	\$0	\$0	\$159,275	\$95,565

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System.  
Figures are for 09/30/19.

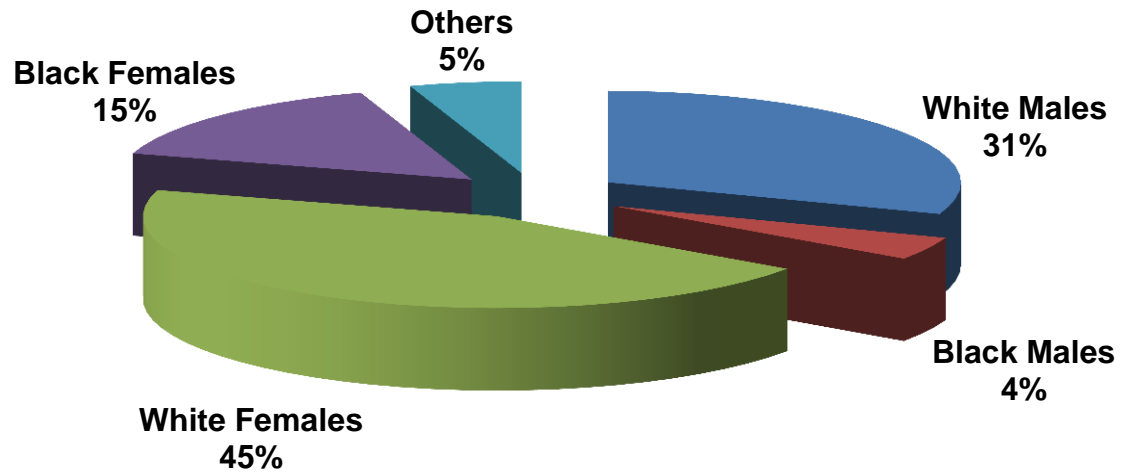
**T2: EXECUTIVES (ACADEMIC)**  
**September 30, 2019**



	White Males	Black Males	White Females	Black Females	Others	Represented Races Total	All Races Total
# of Employees	2	0	2	3	0	7	7
Average Salary	\$93,154	\$0	\$87,464	\$107,756	\$0	\$96,125	\$57,675

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

**T3: FACULTY/ADMINISTRATIVE**  
September 30, 2019

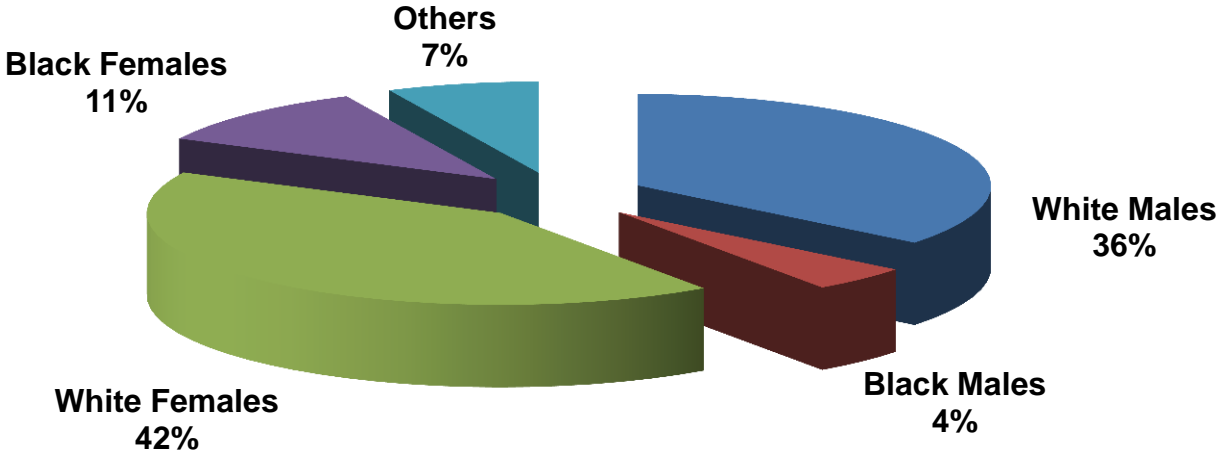


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	30	4	44	15	5	98
Average Salary	\$59,175	\$55,220	\$54,376	\$57,713	\$60,792	\$57,455

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

**T4: FACULTY/TEACHING**

September 30, 2019

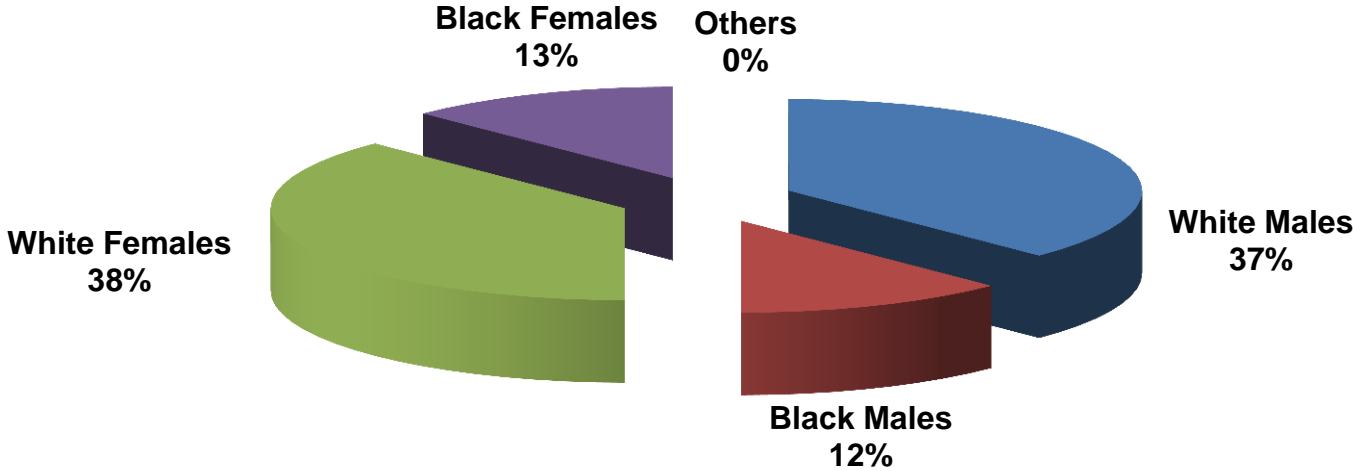


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	266	34	313	80	52	745
Average Salary	\$50,565	\$49,168	\$51,347	\$51,128	\$48,789	\$50,199

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

**T5: FACULTY/NON-TEACHING**

September 30, 2019



	White Males	Black Males	White Females	Black Females	Others	Represented Races Total	All Races Total
# of Employees	3	1	3	1	0	8	8
Average Salary	\$81,258	\$84,275	\$79,238	\$48,560	\$0	\$73,333	\$58,666

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System.  
 Figures are for 09/30/19.

# **SECTION IV**

## STATUS OF AFFIRMATIVE ACTION PROGRAMS

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

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

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

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

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

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

#### **LEVEL OF GOAL ATTAINMENT CALCULATION METHOD:**

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

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

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

This is the percentage of goals achieved.

**STATE GOVERNMENT'S TOP & BELOW 70%**

**(TOP TEN)**

**Chart A (Page 1 of 1)**

**(Achieving less than 70%)**

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Museum Commission	100.0%	76	Higher Education, Commission on	69.1%
1	Public Service Commission	100.0%	77	Library, State	63.3%
1	Technical and Comprehensive	100.0%			
2	Santee Cooper	99.6%			
3	Treasurer's Office, State	99.2%			
4	Trident Technical College	97.6%			
5	Secretary of State	97.5%			
5	Comptroller General's Office	97.5%			
6	Revenue and Fiscal Affairs	97.4%			
7	Commerce, Department of	96.4%			
8	Greenville Technical College	96.1%			
9	Piedmont Technical College	95.7%			
10	Fiscal Accountability Authority, State	95.3%			
10	Florence-Darlington Technical College	95.3%			



## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Museum Commission	100.0%	27	Disabilities & Special Needs, Dept. of	90.7%
1	Public Service Commission	100.0%	27	Insurance, Department of	90.7%
1	Technical and Comprehensive	100.0%	28	Transportation, Department of	90.6%
2	Santee Cooper	99.6%	29	Wil Lou Gray Opportunity School	90.4%
3	Treasurer's Office, State	99.2%	30	Orangeburg-Calhoun Technical College	90.1%
4	Trident Technical College	97.6%	30	Winthrop University	90.1%
5	Secretary of State	97.5%	31	Central Carolina Technical College	90.0%
5	Comptroller General's Office	97.5%	32	Mental Health, Department of	89.9%
6	Revenue and Fiscal Affairs	97.4%	33	Health and Human Services, Department	89.5%
7	Commerce, Department of	96.4%	34	Labor, Licensing and Regulation, Dept.	89.4%
8	Greenville Technical College	96.1%	35	Health and Environmental Control	89.1%
9	Piedmont Technical College	95.7%	35	Consumer Affairs, Office of	89.1%
10	Fiscal Accountability Authority, State	95.3%	36	Deaf and Blind, School of	89.0%
10	Florence-Darlington Technical College	95.3%	37	Midlands Technical College	88.7%
11	Horry-Georgetown Technical College	95.0%	38	Auditor's Office, State	88.4%
12	Indigent Defense	94.9%	39	Attorney General's Office	88.1%
13	Technical College of the Low Country	94.6%	40	Medical University Hospital Authority	87.9%
14	Revenue, Department of	94.3%	41	Adjutant General's Office	87.8%
14	Regulatory Staff, Office of	94.3%	42	Election Commission, State	87.6%
15	Vocational Rehabilitation, Department of	94.2%	43	Governor's School for Arts & Humanities	87.1%
16	Financial Institutions, SC Board of	94.0%	44	College of Charleston	86.7%
17	Motor Vehicles, Department of	93.6%	45	Juvenile Justice, Department of	86.4%
18	York Technical College	92.2%	46	Law Enforcement Division, State	86.2%
19	Archives and History, Department of	91.9%	46	Retirement Systems	86.2%
20	Employment and Workforce	91.8%	47	Social Services, Department of	86.1%
21	Education Lottery, South Carolina	91.7%	48	Public Safety, Department of	85.4%
22	Aiken Technical College	91.6%	49	Corrections, Department of	85.3%
23	Workers' Compensation	91.5%	50	Public Employee Benefit Authority	85.2%
24	Probation, Parole and Pardon Dept. of	91.4%	51	Education, Department of	85.0%
25	Alcohol and other Drug Abuse Services	91.3%	52	Coastal Carolina University	84.7%
26	Spartanburg Community College	91.1%	53	University of South Carolina	84.3%

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Listed by Highest to Lowest  
Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
53	Administration, Department of	84.3%		*Housing, Finance and Development	<i>Exempt</i>
54	Ports Authority, State	84.1%		*Arts Commission	<i>Exempt</i>
55	Accident Fund, State	83.6%			
56	Williamsburg Technical College	82.9%			
57	Medical University of South Carolina	82.5%			
58	Educational Television Commission	82.4%			
59	Governor's School for Science & Math	81.3%			
60	Clemson University	80.8%			
61	Northeastern Technical College	80.2%			
62	Francis Marion University	79.2%			
63	Parks, Recreation & Tourism, Dept. of	79.0%			
64	Forestry Commission	78.9%			
65	John de la Howe School	78.6%			
65	Tri-County Technical College	78.6%			
66	Criminal Justice, Academy	78.2%			
67	Citadel, The	78.1%			
68	Agriculture, Department of	77.8%			
69	Blind, Commission for the	76.0%			
70	Denmark Technical College	75.3%			
71	Lander University	73.3%			
72	Aging, Department on	71.7%			
73	Natural Resources, Department of	71.5%			
74	South Carolina State University	71.4%			
75	Patriot's Point Authority	70.3%			
76	Higher Education, Commission on	69.1%			
77	Library, State	63.3%			

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
55	Accident Fund, State	83.6%	10	Florence-Darlington Technical College	95.3%
41	Adjutant General's Office	87.8%	64	Forestry Commission	78.9%
53	Administration, Department of	84.3%	62	Francis Marion University	79.2%
72	Aging, Department on	71.7%	43	Governor's School for the Arts & Humanities	87.1%
68	Agriculture, Department of	77.8%	59	Governor's School for Science & Math	81.3%
22	Aiken Technical College	91.6%	8	Greenville Technical College	96.1%
25	Alcohol and other Drug Abuse Services	91.3%	35	Health and Environmental Control	89.1%
19	Archives and History, Department of	91.9%	33	Health and Human Services, Department	89.5%
39	Attorney General's Office	88.1%	76	Higher Education, Commission on	69.1%
38	Auditor's Office, State	88.4%	11	Horry-Georgetown Technical College	95.0%
69	Blind, Commission for the	76.0%	12	Indigent Defense	94.9%
31	Central Carolina Technical College	90.0%	27	Insurance, Department of	90.7%
67	Citadel, The	78.1%	65	John de la Howe School	78.6%
60	Clemson University	80.8%	45	Juvenile Justice, Department of	86.4%
52	Coastal Carolina University	84.7%	34	Labor, Licensing and Regulation, Dept.	89.4%
44	College of Charleston	86.7%	71	Lander University	73.3%
7	Commerce, Department of	96.4%	46	Law Enforcement Division, State	86.2%
5	Comptroller General's Office	97.5%	77	Library, State	63.3%
35	Consumer Affairs, Office of	89.1%	40	Medical University Hospital Authority	87.9%
49	Corrections, Department of	85.3%	57	Medical University of South Carolina	82.5%
66	Criminal Justice, Academy	78.2%	32	Mental Health, Department of	89.9%
36	Deaf and Blind, School of	89.0%	37	Midlands Technical College	88.7%
70	Denmark Technical College	75.3%	17	Motor Vehicles, Department of	93.6%
27	Disabilities & Special Needs, Dept. of	90.7%	1	Museum Commission	100.0%
21	Education Lottery, South Carolina	91.7%	73	Natural Resources, Department of	71.5%
51	Education, Department of	85.0%	61	Northeastern Technical College	80.2%
58	Educational Television Commission	82.4%	30	Orangeburg-Calhoun Technical College	90.1%
42	Election Commission, State	87.6%	63	Parks, Recreation & Tourism, Dept. of	79.0%
20	Employment and Workforce	91.8%	75	Patriot's Point Authority	70.3%
16	Financial Institutions, SC Board of	94.0%	9	Piedmont Technical College	95.7%
10	Fiscal Accountability Authority, State	95.3%	54	Ports Authority, State	84.1%

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
24	Probation, Parole and Pardon Dept. of	91.4%		*Housing, Finance and Development	<i>Exempt</i>
50	Public Employee Benefit Authority	85.2%		*Arts Commission	<i>Exempt</i>
48	Public Safety, Department of	85.4%			
1	Public Service Commission	100.0%			
14	Regulatory Staff, Office of	94.3%			
46	Retirement Systems	86.2%			
6	Revenue and Fiscal Affairs	97.4%			
14	Revenue, Department of	94.3%			
2	Santee Cooper	99.6%			
5	Secretary of State	97.5%			
47	Social Services, Department of	86.1%			
74	South Carolina State University	71.4%			
26	Spartanburg Community College	91.1%			
1	Technical and Comprehensive	100.0%			
13	Technical College of the Low Country	94.6%			
28	Transportation, Department of	90.6%			
3	Treasurer's Office, State	99.2%			
65	Tri-County Technical College	78.6%			
4	Trident Technical College	97.6%			
53	University of South Carolina	84.3%			
15	Vocational Rehabilitation, Department of	94.2%			
29	Wil Lou Gray Opportunity School	90.4%			
56	Williamsburg Technical College	82.9%			
30	Winthrop University	90.1%			
23	Workers' Compensation	91.5%			
18	York Technical College	92.2%			

**CHART D**

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

RANKING	AGENCY	PERCENT
1	Winthrop University	90.1%
2	College of Charleston	86.7%
3	Coastal Carolina University	84.7%
4	University of South Carolina	84.3%
5	Medical University of South Carolina	82.5%
6	Clemson University	80.8%
7	Francis Marion University	79.2%
8	Citadel, The	78.1%
9	Lander University	73.3%
10	South Carolina State University	71.4%

**CHART D**

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

RANKING	AGENCY	PERCENT
1	Technical and Comprehensive	100.0%
2	Trident Technical College	97.6%
3	Greenville Technical College	96.1%
4	Piedmont Technical College	95.7%
5	Florence-Darlington Technical College	95.3%
6	Horry-Georgetown Technical College	95.0%
7	Technical College of the Low Country	94.6%
8	York Technical College	92.2%
9	Aiken Technical College	91.6%
10	Spartanburg Community College	91.1%
11	Orangeburg-Calhoun Technical College	90.1%
12	Central Carolina Technical College	90.0%
13	Midlands Technical College	88.7%
14	Williamsburg Technical College	82.9%
15	Northeastern Technical College	80.2%
16	Tri-County Technical College	78.6%
17	Denmark Technical College	75.3%

# **SECTION V**

## Explanation of Agency Charts

Pages 52 through 159 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2018 through September 30, 2019). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 803-737-7800.

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

This section has codes for groups of employees that perform jobs having similar work content, pay rates and promotional opportunities. State agencies use codes E1 through E8. Four-year colleges and universities use codes E1 through E8 and C1 through C9. Technical education colleges' use codes E1 through E8 and T1 through T5. When the number of employees assigned to a category is so small as to prohibit establishing goals, more than one EEO category may be combined to create a larger group of employees. Likewise, when an EEO category is extremely large, it 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, 2019. For purposes of the report, the following race/sex categories are used:

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

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

### **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 allows 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.

### **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, 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 10/01/18 – 09/30/19**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2018 and September 30, 2019. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

**Column Six: Goals Met**

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

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

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

# **SECTION VI**

## State Accident Fund

Agency Director: Amy Cofield

EEO Officer: Patricia Kiley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			4		6	3.5	21.9	4.0	3.5	NO	4.0				1			1	0.0%	YES	0.0%
	%	33.3			66.7		100.0										100.0			100.0			
E2	#	9			23	6	39	2.7	38.4	16.3	2.7	NO	0.9	4			8	2	1	15	0.0%	YES	94.5%
	%	23.1			59.0	15.4	100.0							26.7			53.3	13.3	6.7	100.0			
E3	#	2			1	1	4	7.5	20.2	6.7	7.5	NO	NO	1				1		2	0.0%	YES	YES
	%	50.0			25.0	25.0	100.0							50.0				50.0		100.0			
E5 and E6	#	1			7	8	18	4.1	52.2	21.2	4.1	13.3	NO	1			1	1		3	0.0%	74.5%	YES
	%	5.6			38.9	44.4	100.0							33.3			33.3	33.3		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    82.3 percent  
 Level of Goal Attainment for 2018                    86.3 percent  
 Level of Goal Attainment for 2019                    83.6 percent

## Adjutant General's Office

Agency Director: MG R. Van McCarty

EEO Officer: Robert Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 10	1		4			15	4.1	25.7	6.1	NO	NO	6.1	1			1			2	YES	YES	0.0%
	% 66.7	6.7		26.7			100.0							50.0			50.0			100.0			
E2	# 34	4		25	6		69	4.5	37.7	12.3	NO	1.5	3.6	5	1		7	2		15	YES	96.0%	70.7%
	% 49.3	5.8		36.2	8.7		100.0							33.3	6.7		46.7	13.3		100.0			
E3	# 6			3			9	0.9	41.7	33.1	0.9	8.4	33.1				1			1	0.0%	79.9%	0.0%
	% 66.7			33.3			100.0										100.0			100.0			
E4	#							14.2	0.7	0.0	14.2	0.7	0.0								0.0%	0.0%	0.0%
	%																						
E5 and E6	# 1			5	1		7	1.0	64.0	16.9	1.0	NO	2.6				1			1	0.0%	YES	84.6%
	% 14.3			71.4	14.3		100.0										100.0			100.0			
E7	# 7	2					9	16.2	6.7	3.6	NO	6.7	3.6								YES	0.0%	0.0%
	% 77.8	22.2					100.0																
E8	# 3			1	1		5	7.7	31.1	28.6	7.7	11.1	8.6								0.0%	64.3%	69.9%
	% 60.0			20.0	20.0		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017:        74.1 percent  
 Level of Goal Attainment for 2018:        80.2 percent  
 Level of Goal Attainment for 2019:        87.8 percent



## Department of Administration

Agency Director: Marcia S. Adams

EEO Officer: Jessica Hood

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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	#	54	5	4	33	16	2	114						10	1	1	13	8	1	34			
	%	47.4	4.4	3.5	28.9	14.0	1.8	100.0	6.1	26.3	6.2	1.7	NO	NO	29.4	2.9	2.9	38.2	23.5	2.9	100.0	72.1%	YES
E2A	#	22	5	1	17	7	1	53						1	1		7	3	1	13			
	%	41.5	9.4	1.9	32.1	13.2	1.9	100.0	5.5	29.4	7.1	NO	NO	NO	7.7	7.7		53.8	23.1	7.7	100.0	YES	YES
E2B	#	28	9		21	13		71						5	2		5	8		20			
	%	39.4	12.7		29.6	18.3		100.0	5.0	32.3	7.8	NO	2.7	NO	25.0	10.0		25.0	40.0		100.0	YES	91.6%
E2C	#	23	8	2	11	4	1	49						4	2		2	3		11			
	%	46.9	16.3	4.1	22.4	8.2	2.0	100.0	7.8	27.9	12.4	NO	5.5	4.2	36.4	18.2		18.2	27.3		100.0	YES	80.3%
E2D	#	10	5		22	6	1	44						3	3		12	7	1	26			
	%	22.7	11.4		50.0	13.6	2.3	100.0	8.0	38.2	21.5	NO	NO	7.9	11.5	11.5		46.2	26.9	3.8	100.0	YES	YES
E3	#	18	13	3	8	5		47						4	1		1			6			
	%	38.3	27.7	6.4	17.0	10.6		100.0	9.8	19.7	7.5	NO	2.7	NO	66.7	16.7		16.7			100.0	YES	86.3%
E5 and E6	#	2	2		5	10	3	22									3	4	1	8			
	%	9.1	9.1		22.7	45.5	13.6	100.0	5.2	51.9	14.4	NO	29.2	NO				37.5	50.0	12.5	100.0	YES	43.7%
E7	#	40	12		1			53						4	2					6			
	%	75.5	22.6		1.9			100.0	15.3	5.8	2.8	NO	3.9	2.8	66.7	33.3				100.0	YES	32.8%	0.0%
E8	#	15	10	1	2	7		35						5	1					6			
	%	42.9	28.6	2.9	5.7	20.0		100.0	19.8	14.5	9.9	NO	8.8	NO	83.3	16.7				100.0	YES	39.3%	YES

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

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

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

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

Level of Goal Attainment for 2017                      89.5 percent  
 Level of Goal Attainment for 2018                      89.7 percent  
 Level of Goal Attainment for 2019                      84.3 percent

## Department on Aging

Agency Director: Stephen Morris  
EEO Officer: Cheryl Washington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability													
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF											
E1	#	5			3	7	1	16				4.4	32.1	11.1	4.4	*	13.3	NO				1			2			3				0.0%	58.6%	YES
	%	31.3			18.8	43.8	6.3	100.0				4.4	32.1	11.1	4.4	*	13.3	NO				33.3			66.7			100.0				0.0%	58.6%	YES
E2	#	3			12	9	1	25				4.0	41.3	19.7	4.0	NO	NO								1			1				0.0%	YES	YES
	%	12.0			48.0	36.0	4.0	100.0				4.0	41.3	19.7	4.0	NO	NO								100.0			100.0				0.0%	YES	YES
	#																																	
	%																																	
	#																																	
	%																																	
	#																																	
	%																																	
	#																																	
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**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2017                      75.3 percent  
Level of Goal Attainment for 2018                      65.4 percent  
Level of Goal Attainment for 2019                      71.7 percent

## Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen Pierce

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			3	1		10	5.3	24.0	7.0	5.3	NO	NO	1						1	0.0%	YES	YES
	% 60.0			30.0	10.0		100.0							100.0						100.0			
E2	# 20	4		30	3	5	62	6.3	34.6	12.3	NO	NO	7.5	7	2		12	1	3	25	YES	YES	39.0%
	% 32.3	6.5		48.4	4.8	8.1	100.0							28.0	8.0		48.0	4.0	12.0	100.0			
E3 and E5	# 22	5	1	13	3	1	45	6.1	22.0	17.4	NO	NO	10.7	3	2	1	7	1	1	15	YES	YES	38.5%
	% 48.9	11.1	2.2	28.9	6.7	2.2	100.0							20.0	13.3	6.7	46.7	6.7	6.7	100.0			
E7 and E8	# 6	2					8	18.7	16.1	6.8	NO	16.1	6.8				1			1	YES	0.0%	0.0%
	% 75.0	25.0					100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      86.4 percent  
 Level of Goal Attainment for 2018                      77.7 percent  
 Level of Goal Attainment for 2019                      77.8 percent

## Department of Alcohol & Other Drug Abuse Services

Agency Director: Sara Goldsby

EEO Officer: Angela Outing

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3		3	2	2		10	6.0	22.5	6.1	6.0*	2.5*	NO								0.0%*	88.9%*	YES
	% 30.0		30.0	20.0	20.0		100.0																
E2	# 4	4	1	6	8		23	6.8	38.5	15.8	NO	12.4	NO		2			2		4	YES	67.8%	YES
	% 17.4	17.4	4.3	26.1	34.8		100.0								50.0			50.0		100.0			
E3	# 1						1	5.5	18.9	5.3	5.5*	18.9*	5.3*			1				1	0.0%*	0.0%*	0.0%*
	% 100.0						100.0									100.0				100.0			
	#																						
	%																						
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	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      89.6 percent  
 Level of Goal Attainment for 2018                      93.1 percent  
 Level of Goal Attainment for 2019                      91.3 percent

## Department of Archives and History

Agency Director: W. Eric Emerson

EEO Officer: Brenda House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability													
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF											
E1	#	2			1	1	4				3.8	35.9	10.7								3.8	10.9	NO									0.0%	69.6%	YES
	%	50.0			25.0	25.0	100.0																											
E2	#	12	3		11	1	2	29			2.8	32.7	4.6	1	2					3														
	%	41.4	10.3		37.9	3.4	6.9	100.0						33.3	66.7					100.0	YES	YES											73.9%	
E3 and E5	#	1			1	1	3				25.2	28.3	23.1				1			1														
	%	33.3			33.3	33.3	100.0										100.0			100.0	0.0%	YES											YES	
	#																																	
	%																																	
	#																																	
	%																																	
	#																																	
	%																																	

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

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

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

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

Level of Goal Attainment for 2017                      95.7 percent  
 Level of Goal Attainment for 2018                      91.4 percent  
 Level of Goal Attainment for 2019                      91.9 percent

## Attorney General's Office

Agency Director: Alan Wilson

EEO Officer: Katie Elliot

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	7			1	1	9	5.0	26.2	5.7	5.0	15.1	NO								0.0%	42.4%	YES	
	%	77.8			11.1	11.1	100.0																	
E2	#	66	9	3	59	23	4	164	5.9	27.8	7.7	0.4	NO	NO	15	3		15	5		38			
	%	40.2	5.5	1.8	36.0	14.0	2.4	100.0							39.5	7.9		39.5	13.2		100.0	93.2%	YES	YES
E3 and E5	#	4	2		40	16	3	65	4.5	54.1	14.5	1.4	NO	NO	2			12	3		17			
	%	6.2	3.1		61.5	24.6	4.6	100.0							11.8			70.6	17.6		100.0	68.9%	YES	YES
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                    95.7 percent  
 Level of Goal Attainment for 2018                    90.4 percent  
 Level of Goal Attainment for 2019                    88.1 percent

## Office of the State Auditor

Agency Director: George L. Kennedy, III

EEO Officer: Angie Morgan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	12			7	1	1	21	2.4	42.6	7.2	2.4 *	9.3	2.4 *	2			4	1		7	0.0% *	78.2%	66.7% *
	%	57.1			33.3	4.8	4.8	100.0							28.6			57.1	14.3		100.0			
E2	#	10	4		10	7	1	32	2.5	42.3	7.2	NO	11.0	NO	4	2		5	1	1	13	YES	74.0%	YES
	%	31.3	12.5		31.3	21.9	3.1	100.0							30.8	15.4		38.5	7.7	7.7	100.0			
E5	#				2	1		3	0.5	65.1	20.7	0.5 *	NO	NO								0.0% *	YES	YES
	%				66.7	33.3		100.0																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      82.6 percent  
 Level of Goal Attainment for 2018                      81.5 percent  
 Level of Goal Attainment for 2019                      88.4 percent

## Commission for the Blind

Agency Director: Darline Graham

EEO Officer: Wanda Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#	1	1		3	3	1	9									2			2						
	%	11.1	11.1		33.3	33.3	11.1	100.0	4.3	26.6	5.1	NO	NO	NO			100.0			100.0	YES	YES	YES			
E2	#	2	5	2	12	36	1	58				*					6	7	1	15		*				
	%	3.4	8.6	3.4	20.7	62.1	1.7	100.0	8.7	38.0	18.9	0.1	17.3	NO			40.0	46.7	6.7	100.0	98.9%	54.5%	YES			
E3, E5, and E6	#	4			4	9		17									2			7						
	%	23.5			23.5	52.9		100.0	8.2	40.2	21.6	8.2	16.7	NO			28.6		42.9	28.6	100.0	0.0%	58.5%	YES		
E7 and E8	#	3	4			2		9												2						
	%	33.3	44.4			22.2		100.0	14.3	13.6	3.3	NO	13.6	NO						50.0		50.0	100.0	YES	0.0%	YES
	#																									
	%																									
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2017                      86.8 percent  
 Level of Goal Attainment for 2018                      87.4 percent  
 Level of Goal Attainment for 2019                      76.0 percent



## The Citadel (Page 1 of 2)

President: Gen. Glenn M. Walters

EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1, C2 and E1	#	31	2		26	2	1	62																
	%	50.0	3.2		41.9	3.2	1.6	100.0	3.1	36.6	7.5	NO	NO	4.3	20.0			80.0			100.0	YES	YES	42.7%
C3	#	48		4	9	2	2	65	0.1	30.7	5.0	0.1*	16.9									0.0%*	45.0%	62.0%
	%	73.8		6.2	13.8	3.1	3.1	100.0																
C4	#	30		5	22	2	8	67	4.9	31.4	0.3	4.9	NO	NO			1		1	2	0.0%	YES	YES	
	%	44.8		7.5	32.8	3.0	11.9	100.0									50.0		50.0	100.0				
C5 and C6	#	52	4	8	21	1	3	89	2.3	23.5	19.8	NO	NO	18.7	9	1	1		1	1	13	YES	YES	5.6%
	%	58.4	4.5	9.0	23.6	1.1	3.4	100.0							69.2	7.7	7.7		7.7	7.7	100.0			
C8 and C9	#	39	4	1	12	1		57	6.3	26.3	3.0	NO		*	7	1		2		1	11	YES		*
	%	68.4	7.0	1.8	21.1	1.8		100.0				NO	5.2	1.2	63.6	9.1		18.2		9.1	100.0	YES	80.2%	60.0%
E2	#	36	2	4	71	18	2	133	6.1	42.5	12.7	4.6	NO	NO	9			15	3		27	24.6%	YES	YES
	%	27.1	1.5	3.0	53.4	13.5	1.5	100.0							33.3			55.6	11.1		100.0			
E3 and E5	#	17	6	1	27	7	2	60	6.6	40.1	14.6	NO	NO	2.9	2		1	13	1	4	21	YES	YES	80.1%
	%	28.3	10.0	1.7	45.0	11.7	3.3	100.0							9.5		4.8	61.9	4.8	19.0	100.0			
E4	#	10	3	1	1	1		16	11.8	6.0	7.4	NO	NO	1.1*		1	1	1			3	YES	YES	85.1%*
	%	62.5	18.8	6.3	6.3	6.3		100.0								33.3	33.3	33.3			100.0			
E6	#		1		12	8		21	4.1	63.6	16.4	NO						2			2	YES		
	%		4.8		57.1	38.1		100.0										100.0			100.0	YES	89.8%	YES

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

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

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

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

Level of Goal Attainment for 2017                      66.2 percent  
 Level of Goal Attainment for 2018                      75.0 percent  
 Level of Goal Attainment for 2019                      78.1 percent

## The Citadel (Page 2 of 2)

President: Gen. Glenn M. Walters

EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E7	#	45	7	3	1		56	18.9	4.4	1.3	6.4	2.6	1.3	*	12			1		1	14			*
	%	80.4	12.5	5.4	1.8		100.0							85.7			7.1		7.1	100.0	66.1%	40.9%	0.0%	
E8	#	6	11		2	12	3	34	12.8	15.7	18.5	NO	9.8	NO		1			2	3				
	%	17.6	32.4		5.9	35.3	8.8	100.0							33.3				66.7	100.0	YES	37.6%	YES	
	#																							
	%																							
	#																							
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**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
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\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2017                  66.2 percent  
 Level of Goal Attainment for 2018                  75.0 percent  
 Level of Goal Attainment for 2019                  78.1 percent

## Clemson University (Page 1 of 3)

President: James Clements  
EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	18	2	2	6	2	30							1			1			2			
	%	60.0	6.7	6.7	20.0	6.7	100.0	3.0	31.2	4.1	NO	11.2	NO	50.0			50.0			100.0	YES	64.1%	YES
C2	#	20	3	3	12	2	41																
	%	48.8	7.3	7.3	29.3	4.9	100.0	2.8	30.2	3.6	NO	0.9	NO								YES	97.0%	YES
C3	#	227	7	53	72	3	371							17		7	11	1		36			
	%	61.2	1.9	14.3	19.4	0.8	100.0	3.1	32.4	3.9	1.2	13.0	3.1	47.2		19.4	30.6	2.8		100.0	61.3%	59.9%	20.5%
C4	#	156	5	38	92	3	312							24		12	15		2	53			
	%	50.0	1.6	12.2	29.5	1.0	100.0	2.4	27.7	3.6	0.8	NO	2.6	45.3		22.6	28.3		3.8	100.0	66.7%	YES	27.8%
C5	#	103	10	56	93	11	302							22	2	8	18		5	55			
	%	34.1	3.3	18.5	30.8	3.6	100.0	2.1	34.3	2.8	NO	3.5	NO	40.0	3.6	14.5	32.7		9.1	100.0	YES	89.8%	YES
C6 and C7	#	89	1	2	89	8	200							6			6			12			
	%	44.5	0.5	1.0	44.5	4.0	100.0	2.6	32.9	3.9	2.1	NO	NO	50.0			50.0			100.0	19.2%	YES	YES
C8	#	45	1	4	20	1	75							5			2			7			
	%	60.0	1.3	5.3	26.7	1.3	100.0	1.9	38.4	3.6	0.6	11.7	2.3	71.4			28.6			100.0	68.4%	69.5%	36.1%
C9	#	136	16	8	81	15	260							8		3	11	5	1	28			
	%	52.3	6.2	3.1	31.2	5.8	100.0	3.8	37.2	9.0	NO	6.0	3.2	28.6		10.7	39.3	17.9	3.6	100.0	YES	83.9%	64.4%
E1	#	157	20	6	215	36	446							14	2	1	20	4	1	42			
	%	35.2	4.5	1.3	48.2	8.1	100.0	3.2	38.8	7.0	NO	NO	NO	33.3	4.8	2.4	47.6	9.5	2.4	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2017                      78.1 percent  
Level of Goal Attainment for 2018                      78.7 percent  
Level of Goal Attainment for 2019                      80.8 percent

## Clemson University (Page 2 of 3)

President: James Clements  
EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E21	#	55	4	2	316	33	7	417	2.8	53.6	9.5	1.8	NO	1.6	17	1	1	39	2	1	61	35.7%	YES	83.2%
	%	13.2	1.0	0.5	75.8	7.9	1.7	100.0							27.9	1.6	1.6	63.9	3.3	1.6	100.0			
E22	#	120	9	10	117	14	10	280	2.8	37.9	5.4	NO	NO	0.4	7	1	5	19		1	33	YES	YES	92.6%
	%	42.9	3.2	3.6	41.8	5.0	3.6	100.0							21.2	3.0	15.2	57.6		3.0	100.0			
E23	#	27	10	4	127	19	6	193	3.4	50.1	9.4	NO	NO	NO	3	2	2	25	4	1	37	YES	YES	YES
	%	14.0	5.2	2.1	65.8	9.8	3.1	100.0							8.1	5.4	5.4	67.6	10.8	2.7	100.0			
E24	#	44	1		19	2	1	67	13.3	11.4	3.9	11.8	NO	0.9	14			1			15	11.3%	YES	76.9%
	%	65.7	1.5		28.4	3.0	1.5	100.0							93.3			6.7			100.0			
E25	#	100	4	4	88	9	4	209	3.8	32.4	6.4	1.9	NO	2.1	19	1	2	16	2	1	41	50.0%	YES	67.2%
	%	47.8	1.9	1.9	42.1	4.3	1.9	100.0							46.3	2.4	4.9	39.0	4.9	2.4	100.0			
E31	#	17	1	2	25	2	1	48	3.6	43.4	7.0	1.5	NO	2.8				5	1	1	7	58.3%	YES	60.0%
	%	35.4	2.1	4.2	52.1	4.2	2.1	100.0										71.4	14.3	14.3	100.0			
E32	#	101	8	2	46	10	2	169	3.9	21.7	6.1	NO	NO	0.2	7			7			14	YES	YES	96.7%
	%	59.8	4.7	1.2	27.2	5.9	1.2	100.0							50.0			50.0			100.0			
E4	#	56	1	2	10	2	3	74	10.1	5.8	1.8	8.7	NO	NO	18	1	1	6	1		27	13.9%	YES	YES
	%	75.7	1.4	2.7	13.5	2.7	4.1	100.0							66.7	3.7	3.7	22.2	3.7		100.0			
E51	#	7	2		105	15	4	133	1.6	66.2	10.5	0.1	NO	NO	1	1		19	3	1	25	93.8%	YES	YES
	%	5.3	1.5		78.9	11.3	3.0	100.0							4.0	4.0		76.0	12.0	4.0	100.0			

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

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

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

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

Level of Goal Attainment for 2017                      78.1 percent  
Level of Goal Attainment for 2018                      78.7 percent  
Level of Goal Attainment for 2019                      80.8 percent

### Clemson University (Page 3 of 3)

President: James Clements  
EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E52	#	7	1		23	8	2	41						3	1		1			5				
	%	17.1	2.4		56.1	19.5	4.9	100.0	2.4	51.4	10.5	0.0	NO	NO	60.0	20.0		20.0		100.0	YES	YES	YES	
E6	#	2	1		20	4		27									7			7				
	%	7.4	3.7		74.1	14.8		100.0	2.6	65.9	10.8	NO	NO	NO			100.0			100.0	YES	YES	YES	
E7	#	170	14	7	4	1		196						16	1	1				18				
	%	86.7	7.1	3.6	2.0	0.5		100.0	9.9	10.1	5.1	2.8	8.1	4.6	88.9	5.6	5.6			100.0	71.7%	19.8%	9.8%	
E8	#	37	12	3	42	33	3	130						10	1	1	12	4	1	29				
	%	28.5	9.2	2.3	32.3	25.4	2.3	100.0	14.8	19.3	9.8	5.6	NO	NO	34.5	3.4	3.4	41.4	13.8	3.4	100.0	62.2%	YES	YES
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for                      78.1 percent  
Level of Goal Attainment for                      78.7 percent  
Level of Goal Attainment for                      80.8 percent

# Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo  
EEO Officer: Kimberly Sherfesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	8	2		7	2		19						2	2		3			7			
	%	42.1	10.5		36.8	10.5		100.0	3.2	34.4	5.8	NO	NO	NO	28.6	28.6		42.9			100.0	YES	YES
C2	#	2			3			5				*					1			1		*	*
	%	40.0			60.0			100.0	3.7	41.9	8.5	3.7	NO	8.5			100.0			100.0	0.0%	YES	0.0%
C3	#	70	2	7	30	2	2	113				*		5		1	5		1	12		*	*
	%	61.9	1.8	6.2	26.5	1.8	1.8	100.0	2.5	33.4	3.2	0.7	6.9	1.4	41.7		8.3	41.7		8.3	100.0	72.0%	79.3%
C4	#	62	4	5	38	4	4	117						7		2	1	1		11			
	%	53.0	3.4	4.3	32.5	3.4	3.4	100.0	2.4	34.0	3.2	NO	1.5	NO	63.6		18.2	9.1	9.1		100.0	YES	95.5%
C5	#	35	1	12	53	7	2	110						1		5	10		2	18			
	%	31.8	0.9	10.9	48.2	6.4	1.8	100.0	2.5	33.3	3.3	1.6	NO	NO	5.6		27.8	55.6		11.1	100.0	36.0%	YES
C6	#	3		1	2			6				*										*	*
	%	50.0		16.7	33.3			100.0	3.4	33.2	5.0	3.4	NO	5.0								0.0%	YES
C7 and C8	#	74	2	1	81	5	3	166						12	1	1	7			21			
	%	44.6	1.2	0.6	48.8	3.0	1.8	100.0	3.2	32.4	4.9	2.0	NO	1.9	57.1	4.8	4.8	33.3			100.0	37.5%	YES
C9	#	49	9		16	5		79						9	4		1	1		15			
	%	62.0	11.4		20.3	6.3		100.0	6.0	27.9	2.6	NO	7.6	NO	60.0	26.7		6.7	6.7		100.0	YES	72.6%
E2	#	131	16	4	232	20	4	407						18	9	1	41	10	1	80			
	%	32.2	3.9	1.0	57.0	4.9	1.0	100.0	4.7	40.5	12.4	0.8	NO	7.5	22.5	11.3	1.3	51.3	12.5	1.3	100.0	83.0%	YES

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

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

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

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

Level of Goal Attainment for 2017                      83.3 percent  
Level of Goal Attainment for 2018                      82.5 percent  
Level of Goal Attainment for 2019                      84.7 percent

## Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo  
EEO Officer: Kimberly Sherfesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E3	#	41	3	1	31	4	3	83						2	1		10	2	2	17				
	%	49.4	3.6	1.2	37.3	4.8	3.6	100.0	3.1	37.9	12.1	NO	0.6 *	7.3	11.8	5.9		58.8	11.8	11.8	100.0	YES	98.4% *	39.7%
E4	#	43	6	2	7	2		60						9	2		1			12				
	%	71.7	10.0	3.3	11.7	3.3		100.0	7.8	7.7	2.7	NO	NO	NO	75.0	16.7		8.3			100.0	YES	YES	YES
E5	#	3		1	29	4	2	39									7	1		8				
	%	7.7		2.6	74.4	10.3	5.1	100.0	1.0	70.2	8.2	1.0 *	NO	NO			87.5	12.5		100.0	0.0% *	YES	YES	
E6	#	6	1		59	5		71						1	1		13	1		16				
	%	8.5	1.4		83.1	7.0		100.0	2.0	70.3	9.1	0.6 *	NO	2.1	6.3	6.3		81.3	6.3		100.0	70.0% *	YES	76.9%
E7	#	60	3	2	1			66						6						6				
	%	90.9	4.5	3.0	1.5			100.0	11.4	3.1	0.2	6.9	1.6	0.2 *	100.0					100.0	39.5%	48.4%	0.0% *	
E8	#	64	19	2	20	21	3	129						16	8	1	6	5		36				
	%	49.6	14.7	1.6	15.5	16.3	2.3	100.0	14.9	11.5	7.4	0.2 *	NO	NO	44.4	22.2	2.8	16.7	13.9		100.0	98.7% *	YES	YES
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      83.3 percent  
Level of Goal Attainment for 2018                      82.5 percent  
Level of Goal Attainment for 2019                      84.7 percent

## College of Charleston (Page 1 of 2)

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	37	4	1	58	5	7	112	4.6	35.6	7.7	1.0	NO	3.2	5			5		2	12			
	%	33.0	3.6	0.9	51.8	4.5	6.3	100.0							41.7			41.7		16.7	100.0	78.3%	YES	58.4%
C2	#	3	2	1	5			11	1.9	25.2	1.7	NO	NO	1.7	2					2				*
	%	27.3	18.2	9.1	45.5			100.0							100.0						100.0	YES	YES	0.0%
C3	#	90	3	12	52	2	7	166	2.1	32.3	2.6	0.3	1.0	1.4	9	2	4	5		2	22			*
	%	54.2	1.8	7.2	31.3	1.2	4.2	100.0							40.9	9.1	18.2	22.7		9.1	100.0	85.7%	96.9%	46.2%
C4	#	93	5	16	71	7	8	200	2.2	37.7	2.9	NO	2.2	NO	16	2	4	8	2		32			
	%	46.5	2.5	8.0	35.5	3.5	4.0	100.0							50.0	6.3	12.5	25.0	6.3		100.0	YES	94.2%	YES
C5	#	43	2	9	54	5	8	121	2.3	35.5	3.1	0.6	NO	NO	7		1	11	2	2	23			*
	%	35.5	1.7	7.4	44.6	4.1	6.6	100.0							30.4		4.3	47.8	8.7	8.7	100.0	73.9%	YES	YES
C6	#	12		3	32	2	3	52	2.4	35.1	3.7	2.4	NO	NO				9	1	1	11			
	%	23.1		5.8	61.5	3.8	5.8	100.0										81.8	9.1	9.1	100.0	0.0%	YES	YES
C7	#	4			8	1		13	1.5	50.6	3.9	1.5	NO	NO				1			1			*
	%	30.8			61.5	7.7		100.0										100.0			100.0	0.0%	YES	YES
C8 and C9	#	40	8	4	30	3	3	88	4.2	30.1	2.5	NO	NO	NO	9	4	2	7	1		23			
	%	45.5	9.1	4.5	34.1	3.4	3.4	100.0							39.1	17.4	8.7	30.4	4.3		100.0	YES	YES	YES
E2	#	100	21	9	193	51	22	396	4.2	42.0	11.5	NO	NO	NO	21	4	1	41	10	5	82			
	%	25.3	5.3	2.3	48.7	12.9	5.6	100.0							25.6	4.9	1.2	50.0	12.2	6.1	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2017                      84.0 percent  
Level of Goal Attainment for 2018                      85.0 percent  
Level of Goal Attainment for 2019                      86.7 percent



## College of Charleston (Page 2 of 2)

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E3	#	26	3	5	10	6	1	51						4		1	3	2		10				
	%	51.0	5.9	9.8	19.6	11.8	2.0	100.0	8.8	20.1	9.6	2.9	0.5	NO	40.0		10.0	30.0	20.0		100.0	67.0%	97.5%	YES
E4	#	14	8	5	1	8	1	37						10	4	2		2		18				
	%	37.8	21.6	13.5	2.7	21.6	2.7	100.0	13.0	6.1	6.7	NO	3.4	55.6	22.2	11.1		11.1		100.0	YES	44.3%	YES	
E5	#	5	1		42	23	3	74					*	2			10	3	1	16		*		
	%	6.8	1.4		56.8	31.1	4.1	100.0	1.6	61.0	21.1	0.2	4.2	12.5			62.5	18.8	6.3	100.0	87.5%	93.1%	YES	
E6	#	3	4		10	5	1	23							1		1	1		3				
	%	13.0	17.4		43.5	21.7	4.3	100.0	9.0	55.4	14.9	NO	11.9		33.3		33.3	33.3		100.0	YES	78.5%	YES	
E7	#	22	32	5	1	2		62					*	6	1	1	1			9		*		
	%	35.5	51.6	8.1	1.6	3.2		100.0	20.4	2.9	5.4	NO	1.3	66.7	11.1	11.1	11.1			100.0	YES	55.2%	59.3%	
E8	#	9	20		1	32		62						4	2			1		7				
	%	14.5	32.3		1.6	51.6		100.0	27.8	11.9	21.1	NO	10.3	57.1	28.6			14.3		100.0	YES	13.4%	YES	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017            84.0 percent  
Level of Goal Attainment for 2018            85.0 percent  
Level of Goal Attainment for 2019            86.7 percent

## Department of Commerce

Agency Director: Robert Hitt

EEO Officer: Lori Adler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	9	1		16	6		32	4.6	35.4	10.8	1.5*	NO	NO				1	1		2	67.4%*	YES	YES
	%	28.1	3.1		50.0	18.8		100.0									50.0	50.0		100.0				
E2	#	14	4	1	26	11	1	57	5.1	32.0	9.0	NO	NO	NO	1	1		5	4		11	YES	YES	YES
	%	24.6	7.0	1.8	45.6	19.3	1.8	100.0							9.1	9.1		45.5	36.4		100.0			
E3	#				1	2		3	7.6	15.6	8.0	7.6*	NO	NO						1	1	0.0%*	YES	YES
	%				33.3	66.7		100.0												100.0		100.0		
E5	#				3			3	0.6	62.3	22.0	0.6*	NO	22.0*								0.0%*	YES	0.0%*
	%				100.0			100.0																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      83.0 percent  
 Level of Goal Attainment for 2018                      89.5 percent  
 Level of Goal Attainment for 2019                      96.4 percent

## Office of the Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: Allison Williams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			4	1		12	3.4	36.9	9.0	3.4*	3.6*	0.7*								0.0%*	90.2%*	92.2%*
	% 58.3			33.3	8.3		100.0																
E2	# 1	1		3	1		6	2.6	45.5	13.7	NO	NO	NO				1			1	YES	YES	YES
	% 16.7	16.7		50.0	16.7		100.0										100.0			100.0			
E5	# 1			4	2		7	2.7	47.0	11.3	2.7*	NO	NO				1	1		2	0.0%*	YES	YES
	% 14.3			57.1	28.6		100.0										50.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      89.7 percent  
 Level of Goal Attainment for 2018                      95.6 percent  
 Level of Goal Attainment for 2019                      97.5 percent

## Department of Consumer Affairs

Agency Director: Carolyn G. Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#			5	1		6	1.2	42.3	2.1	1.2	NO	NO				1			1	0.0%	YES	YES
	%			83.3	16.7		100.0										100.0			100.0			
E2	#	8	7	8	9	1	33	3.8	36.3	10.7	NO	12.1	NO	2	1		1	1		5	YES	66.7%	YES
	%	24.2	21.2	24.2	27.3	3.0	100.0							40.0	20.0		20.0	20.0		100.0			
E5 and E6	#		1	1	2		4	3.3	54.7	19.7	NO	29.7	NO		2		1			3	YES	45.7%	YES
	%		25.0	25.0	50.0		100.0								66.7		33.3			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
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**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2017            100.0 percent  
 Level of Goal Attainment for 2018            83.8 percent  
 Level of Goal Attainment for 2019            89.1 percent

## Department of Corrections (Page 1 of 2)

Agency Director: Bryan Stirling

EEO Officer: Kyle Caldwell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1A	#	17	17	1	5	24	1	65						2	2		1	6	1	12				
	%	26.2	26.2	1.5	7.7	36.9	1.5	100.0	13.5	15.0	16.8	NO	7.3	NO	16.7	16.7		8.3	50.0	8.3	100.0	YES	51.3%	YES
E1B	#	77	26	3	34	46	3	189						21	11	1	13	19		65				
	%	40.7	13.8	1.6	18.0	24.3	1.6	100.0	11.1	22.5	15.1	NO	4.5	NO	32.3	16.9	1.5	20.0	29.2		100.0	YES	80.0%	YES
E2A	#	51	15	2	55	31	4	158						13	2		27	9	1	52				
	%	32.3	9.5	1.3	34.8	19.6	2.5	100.0	6.5	37.4	9.6	NO	2.6	NO	25.0	3.8		51.9	17.3	1.9	100.0	YES	93.0%	YES
E2B	#	101	75	8	180	216	9	589						17	13	2	34	56	1	123				
	%	17.1	12.7	1.4	30.6	36.7	1.5	100.0	6.4	40.1	18.5	NO	9.5	NO	13.8	10.6	1.6	27.6	45.5	0.8	100.0	YES	76.3%	YES
E2C	#	24	27	2	40	113	2	208						6	9		13	47	1	76				
	%	11.5	13.0	1.0	19.2	54.3	1.0	100.0	6.4	41.5	22.0	NO	22.3	NO	7.9	11.8		17.1	61.8	1.3	100.0	YES	46.3%	YES
E3A	#	20	5	1	42	28	2	98						6	2		12	9		29				
	%	20.4	5.1	1.0	42.9	28.6	2.0	100.0	8.9	34.2	29.1	3.8	NO	0.5	20.7	6.9		41.4	31.0		100.0	57.3%	YES	98.3%
E3B	#	1	1		16	34	1	53									3	3		6				
	%	1.9	1.9		30.2	64.2	1.9	100.0	2.5	28.3	33.8	0.6	NO	NO				50.0	50.0		100.0	76.0%	YES	YES
E4A	#	135	178	9	33	221	7	583						40	43	3	8	71	3	168				
	%	23.2	30.5	1.5	5.7	37.9	1.2	100.0	26.9	3.7	39.0	NO	NO	1.1	23.8	25.6	1.8	4.8	42.3	1.8	100.0	YES	YES	97.2%
E4B	#	188	241	20	61	351	7	868						53	62	9	13	106	1	244				
	%	21.7	27.8	2.3	7.0	40.4	0.8	100.0	27.7	3.1	40.5	NO	NO	0.1	21.7	25.4	3.7	5.3	43.4	0.4	100.0	YES	YES	99.8%

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

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

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

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

Level of Goal Attainment for 2017                      86.0 percent  
 Level of Goal Attainment for 2018                      83.6 percent  
 Level of Goal Attainment for 2019                      85.3 percent

## Department of Corrections (Page 2 of 2)

Agency Director: Bryan Stirling

EEO Officer: Kyle Caldwell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4C	# 290	310	48	115	624	27	1414	27.6	3.1	40.5	5.7	NO	NO	186	166	33	79	342	17	823	79.3%	YES	YES
	% 20.5	21.9	3.4	8.1	44.1	1.9	100.0							22.6	20.2	4.0	9.6	41.6	2.1	100.0			
E5A	# 8	11		62	80	8	169	9.0	35.9	24.4	2.5	NO	NO	4	2		13	25	2	46	72.2%	YES	YES
	% 4.7	6.5		36.7	47.3	4.7	100.0							8.7	4.3		28.3	54.3	4.3	100.0			
E6A	# 4		1	31	51	2	89	7.1	39.3	23.5	7.1	4.5	NO	3			12	25	1	41	0.0%	88.5%	YES
	% 4.5		1.1	34.8	57.3	2.2	100.0							7.3			29.3	61.0	2.4	100.0			
E7A	# 127	28	4	1	3		163	23.9	5.9	4.2	6.7	5.3	2.4	30	3	4	1	2		40	72.0%	10.2%	42.9%
	% 77.9	17.2	2.5	0.6	1.8		100.0							75.0	7.5	10.0	2.5	5.0		100.0			
E8A	# 59	10	4	13	25	2	113	12.0	21.9	17.6	3.2	10.4	NO	7	2	1	3	8		21	73.3%	52.5%	YES
	% 52.2	8.8	3.5	11.5	22.1	1.8	100.0							33.3	9.5	4.8	14.3	38.1		100.0			
E8B	# 24	20	4	17	40	4	109	12.7	22.3	29.8	NO	6.7	NO	14	7	1	6	13	2	43	YES	70.0%	YES
	% 22.0	18.3	3.7	15.6	36.7	3.7	100.0							32.6	16.3	2.3	14.0	30.2	4.7	100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      86.0 percent  
 Level of Goal Attainment for 2018                      83.6 percent  
 Level of Goal Attainment for 2019                      85.3 percent

## Criminal Justice Academy

Agency Director: Lewis J. Swindler, Jr.

EEO Officer: Florence McCants

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7	1		2	2		12	3.9	29.2	7.5	NO	12.5	NO				1		1	YES	57.2%	YES
	%	58.3	8.3		16.7	16.7		100.0										100.0		100.0			
E2	#	5	5		11	2		23	5.0	35.8	10.0	NO	NO	1.3							YES	YES	87.0%
	%	21.7	21.7		47.8	8.7		100.0															
E2A	#	4	1	1		1		7	3.9	30.6	6.4	NO	30.6	NO		1				1	YES	0.0%	YES
	%	57.1	14.3	14.3		14.3		100.0							100.0					100.0			
E2B	#	29	2		6	1		38	4.0	32.3	6.7	NO	16.5	4.1	3	1		1		5	YES	48.9%	38.8%
	%	76.3	5.3		15.8	2.6		100.0							60.0	20.0		20.0		100.0			
E3	#	2						2	8.3	14.1	9.0	8.3	14.1	9.0							0.0%	0.0%	0.0%
	%	100.0						100.0															
E5	#	2			10	4	1	17	3.7	55.7	17.7	3.7	NO	NO			1	1		2	0.0%	YES	YES
	%	11.8			58.8	23.5	5.9	100.0									50.0	50.0		100.0			
E7 and E8	#	12	1	1	4	1		19	13.1	7.7	9.3	7.8	NO	4.0	2		1		3	40.5%	YES	57.0%	
	%	63.2	5.3	5.3	21.1	5.3		100.0							66.7		33.3		100.0				
	#																						
	%																						

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

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

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

Level of Goal Attainment for 2017                      87.1 percent  
 Level of Goal Attainment for 2018                      76.7 percent  
 Level of Goal Attainment for 2019                      78.2 percent

## School for the Deaf and Blind

Agency Director: Dr. Page McCraw

EEO Officer: Monique Mosley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 8	2		12	2		24	4.4	37.7	8.9	NO	NO	0.6	*							YES	YES	93.2%	
	% 33.3	8.3		50.0	8.3		100.0																*	
E2	# 29	9		106	22	2	168	3.9	46.1	13.8	NO	NO	0.7		1	3		17	2		23	YES	YES	94.8%
	% 17.3	5.4		63.1	13.1	1.2	100.0								4.3	13.0		73.9	8.7		100.0	YES	YES	
E3	# 4	1		3	3		11	5.6	35.1	14.5	NO	7.8	NO	*	1				1		2	YES	77.7%	YES
	% 36.4	9.1		27.3	27.3		100.0								50.0				50.0		100.0	YES		YES
E5	# 13	3	1	48	50	5	120	5.5	45.3	22.1	3.0	5.3	NO		1	1		8	2	2	14	45.4%	88.4%	YES
	% 10.8	2.5	0.8	40.0	41.7	4.2	100.0								7.1	7.1		57.1	14.3	14.3	100.0			
E6	# 1	1	1	10	2		15	0.1	73.4	12.5	NO	6.7	NO		1			1			2	YES	90.9%	YES
	% 6.7	6.7	6.7	66.7	13.3		100.0								50.0			50.0			100.0	YES		YES
E7	# 9			1			10	11.0	9.2	2.0	11.0	NO	2.0	*								0.0%	YES	0.0%
	% 90.0			10.0			100.0																	*
E8	# 2			1	1		4	16.8	10.1	7.9	16.8	NO	NO		2				2	1	5	0.0%	YES	YES
	% 50.0			25.0	25.0		100.0								40.0				40.0	20.0	100.0	0.0%		YES
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      88.9 percent  
 Level of Goal Attainment for 2018                      89.2 percent  
 Level of Goal Attainment for 2019                      89.0 percent



## Department of Disabilities and Special Needs

Agency Director: Mary Poole  
EEO Officer: Elizabeth Lemmond

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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	#	19	5		22	10		56						7			7	1		15				
	%	33.9	8.9		39.3	17.9		100.0	5.7	34.7	12.9	NO	NO	NO	46.7			46.7	6.7		100.0	YES	YES	YES
E2	#	27	32	2	105	157	8	331						3	4	2	14	21		44				
	%	8.2	9.7	0.6	31.7	47.4	2.4	100.0	7.0	38.3	23.3	NO	6.6	NO	6.8	9.1	4.5	31.8	47.7		100.0	YES	82.8%	YES
E3	#	7	7	1	43	40	2	100						3	1		7	8	1	20				
	%	7.0	7.0	1.0	43.0	40.0	2.0	100.0	3.2	45.7	26.1	NO	2.7	NO	15.0	5.0		35.0	40.0	5.0	100.0	YES	94.1%	YES
E5	#	15	107	2	87	629	15	855						10	50	4	82	366	16	528				
	%	1.8	12.5	0.2	10.2	73.6	1.8	100.0	4.9	24.3	53.3	NO	14.1	NO	1.9	9.5	0.8	15.5	69.3	3.0	100.0	YES	42.0%	YES
E6	#	2			16	27		45					*				4	5		9		*		
	%	4.4			35.6	60.0		100.0	1.5	58.1	23.6	1.5	22.5	NO			44.4	55.6		100.0	0.0%	61.3%	YES	
E7	#	21	4		1			26					*	4	1					5			*	
	%	80.8	15.4		3.8			100.0	2.7	1.1	0.2	NO	NO	0.2	80.0	20.0				100.0	YES	YES	0.0%	
E8	#	23	22	1	13	85	3	147						4	11		4	28	1	48				
	%	15.6	15.0	0.7	8.8	57.8	2.0	100.0	20.0	13.0	11.8	5.0	4.2	NO	8.3	22.9		8.3	58.3	2.1	100.0	75.0%	67.5%	YES
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      93.9 percent  
Level of Goal Attainment for 2018                      91.4 percent  
Level of Goal Attainment for 2019                      90.7 percent

## Department of Education

Agency Director: Molly Spearman

EEO Officer: Lisa K. McCloud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	11	1		23	15		50									1	1		2				
	%	22.0	2.0		46.0	30.0		100.0	5.8	30.6	13.9	3.8	NO	NO			50.0	50.0		100.0	34.5%	YES	YES	
E2A	#	45	7	1	60	15	2	130						3	3	1	7	9	2	25				
	%	34.6	5.4	0.8	46.2	11.5	1.5	100.0	6.4	37.6	17.3	1.0	NO	5.8	12.0	12.0	4.0	28.0	36.0	8.0	100.0	84.4%	YES	66.5%
E2B	#	38	15	3	83	61	9	209							1	1	2	2	1	7				
	%	18.2	7.2	1.4	39.7	29.2	4.3	100.0	8.7	29.6	11.9	1.5	NO	NO	14.3	14.3	28.6	28.6	14.3	100.0	82.8%	YES	YES	
E2C	#	16	4		22	21	2	65									5	1		6				
	%	24.6	6.2		33.8	32.3	3.1	100.0	8.0	27.0	10.4	1.8	NO	NO			83.3	16.7		100.0	77.5%	YES	YES	
E3	#	6	3	3	2	4	1	19					*		1					1		*		
	%	31.6	15.8	15.8	10.5	21.1	5.3	100.0	12.3	13.2	11.4	NO	2.7	NO	100.0					100.0	YES	79.5%	YES	
E5	#	1	1	1	26	19	1	49					*				1	2		3		*		
	%	2.0	2.0	2.0	53.1	38.8	2.0	100.0	3.1	51.2	24.5	1.1	NO	NO			33.3	66.7		100.0	64.5%	YES	YES	
E6	#				6	8		14									1			1				
	%				42.9	57.1		100.0	10.4	30.5	25.8	10.4	NO	NO			100.0			100.0	0.0%	YES	YES	
E7	#	241	82	6	25	3		357						41	12	1	4	1		59				
	%	67.5	23.0	1.7	7.0	0.8		100.0	20.9	3.4	1.6	NO	NO	0.8	69.5	20.3	1.7	6.8	1.7		100.0	YES	YES	50.0%
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      90.6 percent  
 Level of Goal Attainment for 2018                      89.6 percent  
 Level of Goal Attainment for 2019                      85.0 percent

## South Carolina Education Lottery

Agency Director: Wm. Hogan Brown

EEO Officer: Claire Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7	2	1	7	2	19	4.0	30.1	5.7	NO	NO	NO	1			2			3	YES	YES	YES
	%	36.8	10.5	5.3	36.8	10.5	100.0							33.3			66.7			100.0			
E2	#	15	11	1	21	11	61	5.6	32.0	7.9	NO	NO	NO				1	1		2	YES	YES	YES
	%	24.6	18.0	1.6	34.4	18.0	100.0										50.0	50.0		100.0			
E3	#	5	3	1		2	11	14.4	17.7	7.9	NO	17.7	NO	3	3					6	YES	0.0%	YES
	%	45.5	27.3	9.1		18.2	100.0							50.0	50.0					100.0			
E5	#	1		1	9	7	18	4.6	41.6	17.5	4.6*	NO	NO	1				1		2	0.0%*	YES	YES
	%	5.6		5.6	50.0	38.9	100.0							50.0				50.0		100.0			
E6	#	1			2		3	14.6	50.7	11.0	14.6*	NO	11.0*								0.0%*	YES	0.0%*
	%	33.3			66.7		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    96.4 percent  
 Level of Goal Attainment for 2018                    88.9 percent  
 Level of Goal Attainment for 2019                    91.7 percent

## Educational Television

Agency Director: Anthony Padgett

EEO Officer: Charlene Nicia

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			2	4		9	5.7	26.9	9.5	5.7 *	4.7 *	NO	3			2	4		9	0.0% *	82.5% *	YES
	% 33.3			22.2	44.4		100.0							33.3			22.2	44.4		100.0			
E2A	# 26	6		11	7		50	9.9	18.1	4.2	NO	NO	NO	7	1		2	4		14	YES	YES	YES
	% 52.0	12.0		22.0	14.0		100.0							50.0	7.1		14.3	28.6		100.0			
E2B	# 8	2		11	4	2	27	7.2	27.5	7.4	NO	NO	NO	1			1	2	1	5	YES	YES	YES
	% 29.6	7.4		40.7	14.8	7.4	100.0							20.0			20.0	40.0	20.0	100.0			
E2C	# 5	1	1		2		9	8.0	22.1	3.9	NO	22.1	NO	3		1				4	YES	0.0%	YES
	% 55.6	11.1	11.1		22.2		100.0							75.0		25.0				100.0			
E3	# 15	4	1	1	2		23	13.3	11.8	3.2	NO	7.5	NO	3	2					5	YES	36.4%	YES
	% 65.2	17.4	4.3	4.3	8.7		100.0							60.0	40.0					100.0			
E5 and E6	#			5			5	4.5	45.9	21.2	4.5 *	NO	21.2				1			1	0.0% *	YES	0.0%
	%			100.0			100.0										100.0			100.0			
E7	# 5						5	13.2	1.4	0.8	13.2 *	1.4 *	0.8 *	5						5	0.0% *	0.0% *	0.0% *
	% 100.0						100.0							100.0						100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      95.6 percent  
 Level of Goal Attainment for 2018                      93.8 percent  
 Level of Goal Attainment for 2019                      82.4 percent

## Elections Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 5			5	2	1	13	5.6	30.7	9.1	5.6 *	NO	NO	3			2	4		9	0.0% *	YES	YES
	% 38.5			38.5	15.4	7.7	100.0							33.3			22.2	44.4		100.0			
E3, E5 and E6	# 3	2		1		1	7	7.7	28.5	12.8	NO	14.2 *	12.8 *	7	1		2	4		14	YES	50.2% *	0.0% *
	% 42.9	28.6		14.3		14.3	100.0							50.0	7.1		14.3	28.6		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    91.0 percent  
 Level of Goal Attainment for 2018                    75.8 percent  
 Level of Goal Attainment for 2019                    87.6 percent

## Department of Employment and Workforce

Agency Director: G. Daniel Ellzey  
EEO Officer: Adrienne Sorenson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	3		4	1		14	3.2	20.6	2.2	NO	NO	NO								YES	YES	YES
	% 42.9	21.4		28.6	7.1		100.0																
E2A	# 11	15	2	42	53	12	135	3.9	40.4	12.3	NO	9.3	NO		4		5	10	5	24	YES	77.0%	YES
	% 8.1	11.1	1.5	31.1	39.3	8.9	100.0								16.7		20.8	41.7	20.8	100.0			
E2B	# 35	20	2	47	61	5	170	3.5	43.2	8.3	NO	15.6	NO	6	2		11	9	4	32	YES	63.9%	YES
	% 20.6	11.8	1.2	27.6	35.9	2.9	100.0							18.8	6.3		34.4	28.1	12.5	100.0			
E2C	# 32	12		57	40	7	148	3.0	37.2	6.8	NO	NO	NO	5	1		8	9	2	25	YES	YES	YES
	% 21.6	8.1		38.5	27.0	4.7	100.0							20.0	4.0		32.0	36.0	8.0	100.0			
E2D	# 16	8	1	9	5	2	41	3.1	25.2	3.2	NO	3.2	NO	1	1			1		3	YES	87.3%	YES
	% 39.0	19.5	2.4	22.0	12.2	4.9	100.0							33.3	33.3			33.3		100.0			
E3	# 12	3	1	7	3	2	28	5.1	17.2	3.1	NO	NO	NO				2			2	YES	YES	YES
	% 42.9	10.7	3.6	25.0	10.7	7.1	100.0										100.0			100.0			
E6, E7 and E8	# 9	2			5	1	17	4.1	32.4	6.7	NO	32.4	NO	1				1		2	YES	0.0%	YES
	% 52.9	11.8			29.4	5.9	100.0							50.0				50.0		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    95.6 percent  
Level of Goal Attainment for 2018                    92.5 percent  
Level of Goal Attainment for 2019                    91.8 percent

## Board of Financial Institutions

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	6	1		6	1		14	4.8	37.1	9.5	NO	NO	2.4	*	3	1						4	*
	%	42.9	7.1		42.9	7.1		100.0						75.0	25.0					100.0	YES	YES	74.7%	
E2	#	9	5	1	12	5	1	33	3.4	40.7	10.3	NO	4.3	NO		4	2	1	1	1		9		
	%	27.3	15.2	3.0	36.4	15.2	3.0	100.0						44.4	22.2	11.1	11.1	11.1		100.0	YES	89.4%	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      92.2 percent  
 Level of Goal Attainment for 2018                      81.8 percent  
 Level of Goal Attainment for 2019                      94.0 percent

## Fiscal Accountability Authority, State

Agency Director: Grant Gillespie  
EEO Officer: Marick Walters

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	3	2		3	1		9	4.9	24.9	5.1	NO	NO	NO								YES	YES	YES
	%	33.3	22.2		33.3	11.1		100.0																
E2	#	47	3		36	27	2	115	3.3	32.9	9.0	0.7*	1.6	NO	7	1		7	7	2	24	77.9%*	95.2%*	YES
	%	40.9	2.6		31.3	23.5	1.7	100.0							29.2	4.2		29.2	29.2	8.3	100.0			
E3	#			1				1	15.2	12.0	16.0	15.2*	12.0*	16.0*								0.0%*	0.0%*	0.0%*
	%			100.0				100.0																
E5	#				4	4		8	1.6	62.3	18.0	1.6*	12.3*	NO					1		1	0.0%*	80.3%*	YES
	%				50.0	50.0		100.0											100.0		100.0			
E6	#				3	1		4	3.5	43.2	22.8	3.5*	NO	NO				1		1	0.0%*	YES	YES	
	%				75.0	25.0		100.0										100.0		100.0				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      93.2 percent  
Level of Goal Attainment for 2018                      92.4 percent  
Level of Goal Attainment for 2019                      95.3 percent



## Forestry Commission

Agency Director: Scott Phillips

EEO Officer: Lynn Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9			2			11	3.9	20.6	3.2	3.9*	2.4*	3.2*				1			1	0.0%*	88.3%*	0.0%*
	% 81.8			18.2			100.0										100.0			100.0			
E2A and E2B	# 69	1	1	22	3		96	4.1	14.4	1.8	3.1	NO	NO	18		1	4			23	24.4%	YES	YES
	% 71.9	1.0	1.0	22.9	3.1		100.0							78.3		4.3	17.4			100.0			
E3	# 6			1			7	3.4	3.7	1.4	3.4*	NO	1.4*								0.0%*	YES*	0.0%*
	% 85.7			14.3			100.0																
E4	# 150	7		1			158	14.6	4.0	0.1	10.2	3.4	0.1*	15		1				16	30.1%	15.0%	0.0%*
	% 94.9	4.4		0.6			100.0							93.8		6.3				100.0			
E5	#			5	1	1	7	0.5	68.7	13.5	0.5*	NO	NO								0.0%*	YES	YES
	%			71.4	14.3	14.3	100.0																
E6	# 3			23	6		32	1.6	34.6	27.8	1.6*	NO	9.0				1	2		3	0.0%*	YES	67.6%
	% 9.4			71.9	18.8		100.0										33.3	66.7		100.0			
E7	# 9	3					12	24.0	0.5	0.2	NO	0.5*	0.2*	1						1	YES	0.0%*	0.0%*
	% 75.0	25.0					100.0							100.0						100.0			
E8	#	1					1	10.1	10.6	2.6	NO	10.6*	2.6*	1						1	YES	0.0%*	0.0%*
	%	100.0					100.0							100.0						100.0			

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

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

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

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

Level of Goal Attainment for 2017                      77.1 percent  
 Level of Goal Attainment for 2018                      81.3 percent  
 Level of Goal Attainment for 2019                      78.9 percent

## Francis Marion University

President: Luther F. Carter  
EEO Officer: LaTasha Brand

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	18	2		15	5	40	3.6	33.5	6.3	NO	NO	NO	2			2			4	YES	YES	YES
	%	45.0	5.0		37.5	12.5	100.0							50.0			50.0			100.0			
C2 and C3	#	40	1	1	24		67	2.7	34.3	4.1	1.2*	NO	4.1	4			4			8	55.6%*	YES	0.0%
	%	59.7	1.5	1.5	35.8		100.0							50.0			50.0			100.0			
C4 and C5	#	53	2	6	64	7	137	2.5	32.5	3.1	1.0	NO	NO	5	2		11	1	1	20	60.0%	YES	YES
	%	38.7	1.5	4.4	46.7	5.1	100.0							25.0	10.0		55.0	5.0	5.0	100.0			
C6, C7, C8 and C9	#	17		2	27	5	52	4.2	31.2	3.5	4.2	NO	NO			1	5	2		8	0.0%	YES	YES
	%	32.7		3.8	51.9	9.6	100.0									12.5	62.5	25.0		100.0			
E2	#	17	8		33	16	74	8.6	34.5	16.9	NO	NO	NO	3	1		8	3		15	YES	YES	YES
	%	23.0	10.8		44.6	21.6	100.0							20.0	6.7		53.3	20.0		100.0			
E3	#	9	4	2	3		18	6.5	22.3	25.7	NO	5.6	25.7	2	2	1	2			7	YES	74.9%	0.0%
	%	50.0	22.2	11.1	16.7		100.0							28.6	28.6	14.3	28.6			100.0			
E4 and E7	#	27	3		3		33	14.9	5.0	2.7	5.8	NO	2.7*	2			1			3	61.1%	YES	0.0%*
	%	81.8	9.1		9.1		100.0							66.7			33.3			100.0			
E5 and E6	#	3	2		26	18	49	1.3	61.8	22.8	NO	8.7	NO	2	1		2	2		7	YES	85.9%	YES
	%	6.1	4.1		53.1	36.7	100.0							28.6	14.3		28.6	28.6		100.0			
E8	#	8	24		1	21	55	3.9	8.8	11.4	NO	7.0	NO	4	1			2	1	8	YES	20.5%	YES
	%	14.5	43.6		1.8	38.2	100.0							50.0	12.5			25.0	12.5	100.0			

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

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

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

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

Level of Goal Attainment for 2017                      80.5 percent  
Level of Goal Attainment for 2018                      83.5 percent  
Level of Goal Attainment for 2019                      79.2 percent

## Governor's School for Science and Mathematics

Agency Director: Dr. Ershela Sims

EEO Officer: Anne Brumley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 12	4	1	10	4	1	32	7.1	36.6	16.7	NO	5.3	4.2	2	1		5	1		9	YES	85.5%	74.9%
	% 37.5	12.5	3.1	31.3	12.5	3.1	100.0							22.2	11.1		55.6	11.1		100.0			
C6	# 18	1	1	16	1	1	38	5.0	41.2	8.1	2.4*	NO	5.5	3		1	3			7	52.0%*	YES	32.1%
	% 47.4	2.6	2.6	42.1	2.6	2.6	100.0							42.9		14.3	42.9			100.0			
E3, E4, E5 and E6	# 4	2		5	3	1	15	6.9	38.1	11.7	NO	4.8*	NO					2		2	YES	87.4%*	YES
	% 26.7	13.3		33.3	20.0	6.7	100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      83.8 percent  
 Level of Goal Attainment for 2018                      87.5 percent  
 Level of Goal Attainment for 2019                      81.3 percent

## Governor's School for the Arts and Humanities

President: Cedric Adderley  
EEO Officer: LaTomya Doctor

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	1		2	1		5	2.3	35.9	5.7	NO	NO	NO				2	1		3	YES	YES	YES
	% 20.0	20.0		40.0	20.0		100.0										66.7	33.3		100.0			
E2	# 24	1		27	4		56	4.9	42.0	13.5	3.1	NO	6.4	1			5			6	36.7%	YES	52.6%
	% 42.9	1.8		48.2	7.1		100.0							16.7			83.3			100.0			
E3, E4, E5, E6, E7 and E8	# 8	3		7	3		21	11.3	32.6	15.1	NO	NO	0.8 *	1						1	YES	YES	94.7% *
	% 38.1	14.3		33.3	14.3		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017            90.7 percent  
Level of Goal Attainment for 2018            88.8 percent  
Level of Goal Attainment for 2019            87.1 percent

## Department of Health and Environmental Control

Agency Director: Rick Toomey

EEO Officer: Arlene Posey

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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	#	137	15	5	127	51	9	344						7			4	5	1	17				
	%	39.8	4.4	1.5	36.9	14.8	2.6	100.0	3.9	33.4	5.8	NO	NO	NO	41.2			23.5	29.4	5.9	100.0	YES	YES	YES
E2A	#	26	4		343	154	14	541						10	6		50	23	6	95				
	%	4.8	0.7		63.4	28.5	2.6	100.0	1.2	53.0	18.6	0.5	NO	NO	10.5	6.3		52.6	24.2	6.3	100.0	58.3%	YES	YES
E2B	#	105	47	5	243	222	15	637						19	9		28	40	5	101				
	%	16.5	7.4	0.8	38.1	34.9	2.4	100.0	5.0	38.5	10.0	NO	0.4	NO	18.8	8.9		27.7	39.6	5.0	100.0	YES	99.0%	YES
E2C	#	342	33	17	266	49	15	722						46	3	6	48	4	2	109				
	%	47.4	4.6	2.4	36.8	6.8	2.1	100.0	3.1	21.4	1.1	NO	NO	NO	42.2	2.8	5.5	44.0	3.7	1.8	100.0	YES	YES	YES
E3	#	43	10	3	56	43	5	160						4	2		7	6	1	20				
	%	26.9	6.3	1.9	35.0	26.9	3.1	100.0	4.1	35.5	18.1	NO	0.5	NO	20.0	10.0		35.0	30.0	5.0	100.0	YES	98.6%	YES
E5	#	5	6		107	111	12	241						1			11	17	2	31				
	%	2.1	2.5		44.4	46.1	5.0	100.0	2.6	66.5	14.5	0.1	22.1	NO	3.2			35.5	54.8	6.5	100.0	96.2%	66.8%	YES
E6	#	7	3	1	138	165	18	332						2	1		28	62	5	98				
	%	2.1	0.9	0.3	41.6	49.7	5.4	100.0	3.1	59.4	14.7	2.2	17.8	NO	2.0	1.0		28.6	63.3	5.1	100.0	29.0%	70.0%	YES
E7 and E8	#	10	14	2	1	2		29						2	5			1		8				
	%	34.5	48.3	6.9	3.4	6.9		100.0	23.7	16.1	6.6	NO	12.7	NO	25.0	62.5			12.5		100.0	YES	21.1%	YES
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      92.4 percent  
 Level of Goal Attainment for 2018                      91.3 percent  
 Level of Goal Attainment for 2019                      89.1 percent

## Department of Health and Human Services

Agency Director: Joshua Baker

EEO Officer: Kayla Thurston

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	11	3		8	8	30							1			1	1		3			
	%	36.7	10.0		26.7	26.7	100.0	5.2	28.3	7.2	NO	1.6	NO	33.3			33.3	33.3		100.0	YES	94.3%	YES
E2A	#	15	7	1	69	86	5	183						6	3	2	21	26	5	63			
	%	8.2	3.8	0.5	37.7	47.0	2.7	100.0	5.5	32.6	16.4	1.7	NO	9.5	4.8	3.2	33.3	41.3	7.9	100.0	69.1%	YES	YES
E2B	#	44	43	3	312	486	32	920						5	13	2	74	144	20	258			
	%	4.8	4.7	0.3	33.9	52.8	3.5	100.0	5.1	39.7	25.0	0.4	5.8	1.9	5.0	0.8	28.7	55.8	7.8	100.0	92.2%	85.4%	YES
E3	#	21	9	3	6	18	3	60						6	3			6		15			
	%	35.0	15.0	5.0	10.0	30.0	5.0	100.0	7.1	26.6	7.8	NO	16.6	40.0	20.0			40.0		100.0	YES	37.6%	YES
E5	#				11	15	1	27					*				1		1	2		*	
	%				40.7	55.6	3.7	100.0	2.5	58.6	16.5	2.5	17.9				50.0		50.0	100.0	0.0%	69.5%	YES
E6 and E8	#		3		26	32	2	63				*			1		11	18	1	31		*	
	%		4.8		41.3	50.8	3.2	100.0	5.8	45.9	21.2	1.0	4.6		3.2		35.5	58.1	3.2	100.0	82.8%	90.0%	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      89.7 percent  
 Level of Goal Attainment for 2018                      91.8 percent  
 Level of Goal Attainment for 2019                      89.5 percent

# Commission on Higher Education

Agency Director: Dr. Rusty Monhollon  
EEO Officer: Jessica Hood

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3	4		2	5	3	17	4.7	26.0	5.7	NO	14.2	NO	1			2	1		4	YES	45.4%	YES
	% 17.6	23.5		11.8	29.4	17.6	100.0							25.0			50.0	25.0		100.0			
E2	# 2				10		12	5.0	42.9	22.6	5.0*	42.9	NO					1		1	0.0%*	0.0%	YES
	% 16.7				83.3		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017            94.2 percent  
Level of Goal Attainment for 2018            77.6 percent  
Level of Goal Attainment for 2019            69.1 percent

## Commission on Indigent Defense

Agency Director: Hugh Ryan  
EEO Officer: W. Lawrence Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	12			4	2	18	4.0	23.4	4.5	4.0	1.2	NO								0.0%	94.9%	YES
	%	66.7			22.2	11.1	100.0																
E2	#	9	1		7	1	18	3.7	28.7	5.0	NO	NO	NO	1			2			3	YES	YES	YES
	%	50.0	5.6		38.9	5.6	100.0							33.3			66.7			100.0			
E3, E5 and E6	#	6			15	7	3	31	1.9	70.0	9.7	1.9	21.6	NO	2		5	1		8	0.0%	69.1%	YES
	%	19.4			48.4	22.6	9.7	100.0						25.0			62.5	12.5		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    85.6 percent  
Level of Goal Attainment for 2018                    92.1 percent  
Level of Goal Attainment for 2019                    94.9 percent



## Department of Insurance

Agency Director: Raymond Farmer

EEO Officer: Erin Thomas

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2019							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	12	2	1	5	3	23							2			5			7			
	%	52.2	8.7	4.3	21.7	13.0	100.0	3.7	26.2	6.8	NO	4.5	NO	28.6			71.4			100.0	YES	82.8%	YES
E2	#	14	5		14	15	2	50						1						1			
	%	28.0	10.0		28.0	30.0	4.0	100.0	5.0	34.8	12.6	NO	6.8	100.0						100.0	YES	80.5%	YES
E5 and E6	#		1		2	4	7											1		1			
	%		14.3		28.6	57.1	100.0	1.9	53.9	26.1	NO	25.3	NO					100.0		100.0	YES	53.1%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      87.6 percent  
 Level of Goal Attainment for 2018                      79.8 percent  
 Level of Goal Attainment for 2019                      90.7 percent

## John de la Howe School

Agency Director: Dr. Sharon E. Wall

EEO Officer: Deborah H. Daniels

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	2					3	1.6	43.7	5.1	NO	43.7	5.1	1	1					2	YES	0.0%	0.0%
	% 33.3	66.7					100.0							50.0	50.0					100.0			
E2	# 1			4	2		7	3.7	43.6	13.1	3.7	NO	NO				2	1		3	0.0%	YES	YES
	% 14.3			57.1	28.6		100.0										66.7	33.3		100.0			
E5 and E6	# 1			1			2	0.0	90.0	0.0	0.0	40.0	0.0				1			1	0.0%	55.6%	0.0%
	% 50.0			50.0			100.0										100.0			100.0			
E7 and E8	# 9	2		1			12	17.6	3.6	6.0	0.9	NO	6.0	7	1					8	94.9%	YES	0.0%
	% 75.0	16.7		8.3			100.0							87.5	12.5					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017            78.8 percent  
 Level of Goal Attainment for 2018            74.7 percent  
 Level of Goal Attainment for 2019            78.6 percent

## Department of Juvenile Justice

Agency Director: Freddie B. Pough

EEO Officer: Norberto Perez, Jr.

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	6		9	18		41	6.5	23.3	6.9	NO	1.3 *	NO		1			1		2	YES	94.4% *	YES
	% 19.5	14.6		22.0	43.9		100.0							50.0			50.0		100.0				
E2	# 58	104	1	148	266	10	587	5.5	49.6	16.5	NO	24.4	NO	1	9	2	13	42	2	69	YES	50.8%	YES
	% 9.9	17.7	0.2	25.2	45.3	1.7	100.0							1.4	13.0	2.9	18.8	60.9	2.9	100.0			
E3	# 10	2		3	7	1	23	11.7	20.7	10.5		*	NO	1	1		2	4	1	9	74.4% *	62.8%	YES
	% 43.5	8.7		13.0	30.4	4.3	100.0				3.0	7.7	NO	11.1	11.1		22.2	44.4	11.1	100.0			
E4	# 23	184	9	15	243	4	478	22.8	4.5	30.9	NO	1.4	NO	6	44	1	13	68	2	134	YES	68.9%	YES
	% 4.8	38.5	1.9	3.1	50.8	0.8	100.0							4.5	32.8	0.7	9.7	50.7	1.5	100.0			
E5	#	6	1	15	18	1	41	5.7	57.1	14.5	NO	20.5	NO	1			1	2	1	5	YES	64.1%	YES
	%	14.6	2.4	36.6	43.9	2.4	100.0							20.0			20.0	40.0	20.0	100.0			
E6	# 3	3	1	26	28	1	62	1.3	70.3	14.1	NO	28.4	NO		1		5	2		8	YES	59.6%	YES
	% 4.8	4.8	1.6	41.9	45.2	1.6	100.0								12.5		62.5	25.0		100.0			
E7	# 12	5	1				18	11.2	1.1	0.6	NO	1.1 *	0.6 *	1						1	YES	0.0% *	0.0% *
	% 66.7	27.8	5.6				100.0							100.0						100.0			
E8	# 5	6		1	14	1	27	19.7	14.9	16.7	NO	11.2	NO	1	2		1	5		9	YES	24.8%	YES
	% 18.5	22.2		3.7	51.9	3.7	100.0							11.1	22.2		11.1	55.6		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      81.5 percent  
 Level of Goal Attainment for 2018                      83.2 percent  
 Level of Goal Attainment for 2019                      86.4 percent

## Department of Labor, Licensing and Regulations

Agency Director: Emily Farr

EEO Officer: Kathryn Britt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	4	1	1	5	1	12																
	%	33.3	8.3	8.3	41.7	8.3	100.0	8.3	24.6	7.1	0.0	NO	NO			1	1			2	YES	YES	YES
E2A	#	31	13	2	28	20	96																
	%	32.3	13.5	2.1	29.2	20.8	100.0	7.0	33.6	14.2	NO	4.4	NO	3	3	2	7	1		16	YES	86.9%	YES
E2B	#	57	12	4	58	34	172																
	%	33.1	7.0	2.3	33.7	19.8	100.0	5.9	30.0	13.9	NO	NO	NO	17	4	1	12	11	6	51	YES	YES	YES
E3	#	24	1	1	5	3	35																
	%	68.6	2.9	2.9	14.3	8.6	100.0	6.6	12.3	5.1	3.7	NO	NO	5						5	43.9%	YES	YES
E5	#	3	1	1	31	37	75										6	9		15			
	%	4.0	1.3	1.3	41.3	49.3	100.0	7.6	37.5	26.2	6.3	NO	NO				40.0	60.0		100.0	17.1%	YES	YES
E6	#	1					1																
	%	100.0					100.0	32.1	16.5	14.7	32.1	16.5	14.7								0.0%	0.0%	0.0%
E7 and E8	#	4	1				5																
	%	80.0	20.0				100.0	24.3	3.1	0.6	4.3	3.1	0.6	3	1					4	82.3%	0.0%	0.0%
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    97.2 percent  
 Level of Goal Attainment for 2018                    86.9 percent  
 Level of Goal Attainment for 2019                    89.4 percent

## Lander University (Page 1 of 2)

President: Richard Cosentino  
EEO Officer: London Thomas

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	25	1		18	5	49				1.5	NO	NO	3	1		1	2		7	*			
	%	51.0	2.0		36.7	10.2	100.0	3.5	29.7	7.0	42.9	14.3		42.9	14.3		14.3	28.6		100.0	57.1%	YES	YES	
C2 and C3	#	14	1	2	9		1	27			0.2			1	1		1			3	*			
	%	51.9	3.7	7.4	33.3		3.7	100.0	3.9	37.1	10.0	33.3	33.3	33.3	33.3		33.3			100.0	94.9%	89.8%	0.0%	
C4 and C8	#	20	1	1	13	1	3	39			0.7		*	1	1		3		2	7	*	*	*	
	%	51.3	2.6	2.6	33.3	2.6	7.7	100.0	3.3	34.9	6.5	14.3	14.3	42.9	28.6	100.0	78.8%	95.4%	40.0%					
C5	#	11		1	15	1	3	31			3.6	NO		1			1		1	3		YES	*	
	%	35.5		3.2	48.4	3.2	9.7	100.0	3.6	32.6	6.0	33.3		33.3		33.3	33.3	100.0	0.0%	YES	53.3%			
C6, C7 and C9	#	24	4	2	39	3		72			4.4	NO	NO	NO	7	4	2	12	2		27	YES	YES	YES
	%	33.3	5.6	2.8	54.2	4.2		100.0	4.4	29.8	3.6	25.9	14.8	7.4	44.4	7.4				100.0	YES	YES	YES	
E2	#	21	5	1	39	8		74			5.8	NO	NO	4.3	7		1	10	3		21	YES	YES	71.5%
	%	28.4	6.8	1.4	52.7	10.8		100.0	5.8	37.9	15.1	33.3		4.8	47.6	14.3				100.0	YES	YES	71.5%	
E3 and E4	#	17	2		6			25			10.7	2.7	NO	5.0	3					3	*	YES	0.0%	
	%	68.0	8.0		24.0			100.0	10.7	10.8	5.0	100.0								100.0	74.8%	YES	0.0%	
E5 and E6	#	35	2		35	6		78			4.0	1.4	5.7	9.7			8	2		10	65.0%	88.7%	44.3%	
	%	44.9	2.6		44.9	7.7		100.0	4.0	50.6	17.4				80.0	20.0				100.0	65.0%	88.7%	44.3%	
E7	#		2					2			13.5	5.0	1.2		1					1	YES	*	*	
	%		100.0					100.0	13.5	5.0	1.2	NO	5.0	1.2	100.0					100.0	YES	0.0%	0.0%	

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

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

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

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

Level of Goal Attainment for 2017                      79.1 percent  
Level of Goal Attainment for 2018                      79.1 percent  
Level of Goal Attainment for 2019                      73.3 percent

## Lander University (Page 2 of 2)

President: Richard Cosentino  
EEO Officer: London Thomas

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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
E8	#	14	13		5	6	38							1	3			1		5			
	%	36.8	34.2		13.2	15.8	100.0	23.7	9.8	10.7	NO	NO	NO	20.0	60.0			20.0		100.0	YES	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      79.1 percent  
Level of Goal Attainment for 2018                      79.1 percent  
Level of Goal Attainment for 2019                      73.3 percent

## State Law Enforcement Division

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

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2019							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	9	1		2			12				*										*		*
	%	75.0	8.3		16.7			100.0	12.2	13.6	3.7	3.9	NO	3.7								68.0%	YES	0.0%
E2A	#	49	7	2	93	19	9	179	12.0	32.8	8.7	8.1	NO	NO	8	1		14	1	1	25	32.5%	YES	YES
	%	27.4	3.9	1.1	52.0	10.6	5.0	100.0							32.0	4.0		56.0	4.0	4.0	100.0			
E2B	#	96	22	3	18	6		145	11.0	10.8	7.2	NO	NO	3.1	10	1		2			13	YES	YES	56.9%
	%	66.2	15.2	2.1	12.4	4.1		100.0							76.9	7.7		15.4			100.0			
E3	#	13	5		19	12	7	56	8.7	14.4	14.3	NO	NO	NO	4	3		1	4	1	13	YES	YES	YES
	%	23.2	8.9		33.9	21.4	12.5	100.0							30.8	23.1		7.7	30.8	7.7	100.0			
E4	#	114	13	2	40	4	3	176	11.0	9.4	5.5	3.6	NO	3.2	20	4		7		1	32	67.3%	YES	41.8%
	%	64.8	7.4	1.1	22.7	2.3	1.7	100.0							62.5	12.5		21.9		3.1	100.0			
E5	#	2			27	4	3	36	1.9	62.3	20.0	1.9	NO	8.9				3		2	5	0.0%	YES	55.5%
	%	5.6			75.0	11.1	8.3	100.0										60.0		40.0	100.0			
E6	#	4	2		19	13		38	0.6	56.5	23.2	NO	6.5	NO	2	2		12	3	1	20	YES	88.5%	YES
	%	10.5	5.3		50.0	34.2		100.0							10.0	10.0		60.0	15.0	5.0	100.0			
E7 and E8	#	5	2			2		9	19.7	2.8	3.6	NO	2.8	NO	1	2					3	YES	0.0%	YES
	%	55.6	22.2			22.2		100.0							33.3	66.7					100.0			
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      87.8 percent  
Level of Goal Attainment for 2018                      86.2 percent  
Level of Goal Attainment for 2019                      86.2 percent

## South Carolina State Library

Agency Director: Leesa Aiken

EEO Officer: Deborah Pack

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2	#	7			26	3	1	37	3.4	46.0	8.1	3.4	NO	NO	2			8	2		12	0.0%	YES	YES
	%	18.9			70.3	8.1	2.7	100.0							16.7			66.7	16.7		100.0			
E3 and E5	#	4			1	1		6	3.2	52.7	19.7	3.2	*	*	1				1		2	0.0%	*	*
	%	66.7			16.7	16.7		100.0							50.0				50.0		100.0		31.7%	84.8%
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017            87.8 percent  
 Level of Goal Attainment for 2018            73.7 percent  
 Level of Goal Attainment for 2019            63.3 percent



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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E101	#	6	1		15			22	2.1	16.9	1.2	NO	NO	1.2	*	1			2			3			*
	%	27.3	4.5		68.2			100.0						33.3			66.7			100.0	YES	YES	0.0%		
E102	#	23	3	1	34	5	1	67	2.1	17.6	1.3	NO	NO	NO		4			13	1		18			
	%	34.3	4.5	1.5	50.7	7.5	1.5	100.0						22.2			72.2	5.6		100.0	YES	YES	YES		
E204	#	29	4	1	35	7	1	77	3.0	34.1	4.9	NO	NO	NO		8	1		5	2	1	17			
	%	37.7	5.2	1.3	45.5	9.1	1.3	100.0						47.1	5.9		29.4	11.8	5.9	100.0	YES	YES	YES		
E206	#	59	11	6	94	18	14	202	3.5	32.6	5.0	NO	NO	NO		24	6	3	32	5	8	78			
	%	29.2	5.4	3.0	46.5	8.9	6.9	100.0						30.8	7.7	3.8	41.0	6.4	10.3	100.0	YES	YES	YES		
E208	#	16	3		71	7	8	105	0.9	61.5	8.0	NO	NO	1.3		5	1		10	2	2	20			
	%	15.2	2.9		67.6	6.7	7.6	100.0						25.0	5.0		50.0	10.0	10.0	100.0	YES	YES	83.8%		
E209	#	7			17	3	1	28	2.3	48.3	5.9	2.3	NO	NO	*	3			4	2		9			*
	%	25.0			60.7	10.7	3.6	100.0						33.3			44.4	22.2		100.0	0.0%	YES	YES		
E215	#	10	2		60	23	4	99	4.7	42.0	13.7	2.7	NO	NO		2			14	3	2	21			
	%	10.1	2.0		60.6	23.2	4.0	100.0						9.5			66.7	14.3	9.5	100.0	42.6%	YES	YES		
E223	#	56	1	7	116	4	39	223	1.9	32.7	3.3	1.5	NO	1.5		9		5	29	1	27	71			
	%	25.1	0.4	3.1	52.0	1.8	17.5	100.0						12.7		7.0	40.8	1.4	38.0	100.0	21.1%	YES	54.5%		
E224	#	31	2	4	98	30	12	177	3.2	43.0	9.5	2.1	NO	NO		10	3		31	12	6	62			
	%	17.5	1.1	2.3	55.4	16.9	6.8	100.0						16.1	4.8		50.0	19.4	9.7	100.0	34.4%	YES	YES		

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

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

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

Level of Goal Attainment for 2017                      83.0 percent  
Level of Goal Attainment for 2018                      82.5 percent  
Level of Goal Attainment for 2019                      87.9 percent

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E225	#	20	2	3	41	3	4	73						3			3	1		7				
	%	27.4	2.7	4.1	56.2	4.1	5.5	100.0	2.5	46.0	3.7	NO	NO	NO	42.9			42.9	14.3		100.0	YES	YES	YES
E226	#	47	3	2	210	13	5	280						11	3	1	43	3	3	64				
	%	16.8	1.1	0.7	75.0	4.6	1.8	100.0	2.4	50.6	5.6	1.3	NO	1.0	17.2	4.7	1.6	67.2	4.7	4.7	100.0	45.8%	YES	82.1%
E227	#	225	15	33	2168	226	181	2848						86	6	13	631	66	59	861				
	%	7.9	0.5	1.2	76.1	7.9	6.4	100.0	0.8	62.8	8.2	0.3	NO	0.3	10.0	0.7	1.5	73.3	7.7	6.9	100.0	62.5%	YES	96.3%
E228	#	23		1	114	1	3	142						5		1	16			22				
	%	16.2		0.7	80.3	0.7	2.1	100.0	0.9	53.1	2.7	0.9	NO	2.0	22.7		4.5	72.7			100.0	0.0%	YES	25.9%
E330	#	103	17	7	69	16	6	218						13	2	1	12	5	4	37				
	%	47.2	7.8	3.2	31.7	7.3	2.8	100.0	5.0	16.3	2.9	NO	NO	NO	35.1	5.4	2.7	32.4	13.5	10.8	100.0	YES	YES	YES
E333	#	96	76	26	324	435	61	1018						56	37	13	172	190	34	502				
	%	9.4	7.5	2.6	31.8	42.7	6.0	100.0	5.3	31.1	6.9	NO	NO	NO	11.2	7.4	2.6	34.3	37.8	6.8	100.0	YES	YES	YES
E334	#	33	6	4	53	11	4	111						12	2	3	15	3	1	36				
	%	29.7	5.4	3.6	47.7	9.9	3.6	100.0	3.5	43.3	4.3	NO	NO	NO	33.3	5.6	8.3	41.7	8.3	2.8	100.0	YES	YES	YES
E447	#	14	37	5	2	11		69						7	14	5	2	5		33				
	%	20.3	53.6	7.2	2.9	15.9		100.0	16.5	9.8	7.3	NO	6.9	NO	21.2	42.4	15.2	6.1	15.2		100.0	YES	29.6%	YES
E550	#	7	2	1	44	41	4	99						2	2		12	15	2	33				
	%	7.1	2.0	1.0	44.4	41.4	4.0	100.0	3.2	47.1	10.1	1.2	2.7	NO	6.1	6.1		36.4	45.5	6.1	100.0	62.5%	94.3%	YES

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

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

Level of Goal Attainment for 2017                      83.0 percent  
Level of Goal Attainment for 2018                      82.5 percent  
Level of Goal Attainment for 2019                      87.9 percent

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E551	# 87	15	8	301	136	31	578	3.2	45.1	9.9	0.6	NO	NO	25	5	2	92	70	13	207	81.3%	YES	YES
	% 15.1	2.6	1.4	52.1	23.5	5.4	100.0							12.1	2.4	1.0	44.4	33.8	6.3	100.0			
E552	# 21	20	8	59	69	23	200	5.7	42.2	14.0	NO	12.7	NO	12	3	5	26	16	10	72	YES	69.9%	YES
	% 10.5	10.0	4.0	29.5	34.5	11.5	100.0							16.7	4.2	6.9	36.1	22.2	13.9	100.0			
E660	# 47	30	9	308	485	43	922	2.9	45.7	10.2	NO	12.3	NO	14	16	7	123	207	30	397	YES	73.1%	YES
	% 5.1	3.3	1.0	33.4	52.6	4.7	100.0							3.5	4.0	1.8	31.0	52.1	7.6	100.0			
E772	# 59	27	8	4	3		101	5.9	3.5	0.5	NO	NO	NO	25	8	2	2			37	YES	YES	YES
	% 58.4	26.7	7.9	4.0	3.0		100.0							67.6	21.6	5.4	5.4			100.0			
E880	# 19	33	2	8	57	3	122	9.3	20.4	5.7	NO	13.8	NO	5	13	1	5	32	1	57	YES	32.4%	YES
	% 15.6	27.0	1.6	6.6	46.7	2.5	100.0							8.8	22.8	1.8	8.8	56.1	1.8	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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Level of Goal Attainment for                      83.0 percent  
Level of Goal Attainment for                      82.5 percent  
Level of Goal Attainment for                      87.9 percent

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#			2			2	2.8	29.8	4.8	2.8	NO	4.8								0.0%	YES	0.0%
	%			100.0			100.0																
C2	#	19		4	4	1	1	29	2.2	23.9	2.7	2.2	10.1	NO			1			1			2
	%	65.5		13.8	13.8	3.4	3.4	100.0									50.0			50.0			100.0
C3	#	199	4	38	98	5	17	361	1.9	26.9	2.5	0.8	NO	1.1			20		7	8			35
	%	55.1	1.1	10.5	27.1	1.4	4.7	100.0									57.1		20.0	22.9			100.0
C4	#	153	1	34	139	7	38	372	1.9	26.1	2.3	1.6	NO	0.4			25		5	19	2	4	55
	%	41.1	0.3	9.1	37.4	1.9	10.2	100.0									45.5		9.1	34.5	3.6	7.3	100.0
C5	#	224	7	70	259	20	52	632	1.9	26.2	2.4	0.8	NO	NO			31		11	43	2	10	97
	%	35.4	1.1	11.1	41.0	3.2	8.2	100.0									32.0		11.3	44.3	2.1	10.3	100.0
C6	#	43	1	7	104	8	13	176	2.1	35.0	4.1	1.5	NO	NO			14		3	25	2	4	48
	%	24.4	0.6	4.0	59.1	4.5	7.4	100.0									29.2		6.3	52.1	4.2	8.3	100.0
C8	#	6		3	10	2	1	22	2.4	25.6	2.2	2.4	NO	NO			1			1			2
	%	27.3		13.6	45.5	9.1	4.5	100.0									50.0			50.0			100.0
E1A	#	14		1	30	5	3	53	4.2	32.4	5.7	4.2	NO	NO					1	3	1		5
	%	26.4		1.9	56.6	9.4	5.7	100.0											20.0	60.0	20.0		100.0
E1B	#	42	4	2	101	15	9	173	3.2	39.3	4.6	0.9	NO	NO			10		1	18	2	3	34
	%	24.3	2.3	1.2	58.4	8.7	5.2	100.0									29.4		2.9	52.9	5.9	8.8	100.0

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Level of Goal Attainment for 2017                      83.8 percent  
Level of Goal Attainment for 2018                      82.4 percent  
Level of Goal Attainment for 2019                      82.5 percent

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2A	#	75	12	12	357	73	27	556						14	3	3	72	19	9	120				
	%	13.5	2.2	2.2	64.2	13.1	4.9	100.0	3.5	48.0	9.8	1.3	NO	NO	11.7	2.5	2.5	60.0	15.8	7.5	100.0	62.9%	YES	YES
E2B	#	4		1	63		3	71									15		1	16				
	%	5.6		1.4	88.7		4.2	100.0	2.8	59.8	7.1	2.8	NO	7.1			93.8		6.3	100.0	0.0%	YES	0.0%	
E2C	#	8	6	2	72	34	13	135						2	2	2	27	11	4	48				
	%	5.9	4.4	1.5	53.3	25.2	9.6	100.0	3.0	37.6	20.8	NO	NO	NO	4.2	4.2	4.2	56.3	22.9	8.3	100.0	YES	YES	YES
E2D	#	28	6	3	17	3	4	61						4	1		2	1		8				
	%	45.9	9.8	4.9	27.9	4.9	6.6	100.0	6.8	22.8	10.2	NO	NO	5.3	50.0	12.5		25.0	12.5		100.0	YES	YES	48.0%
E2F	#	1						1				*	*	*				4			4	*	*	*
	%	100.0						100.0	3.4	8.0	0.6	3.4	8.0	0.6				100.0			100.0	0.0%	0.0%	0.0%
E2G	#	2	1		22	2		27										1			1			*
	%	7.4	3.7		81.5	7.4		100.0	1.4	59.6	8.1	NO	NO	0.7				100.0			100.0	YES	YES	91.4%
E3A	#	3	2	1	7	4	1	18						2		1	1			4				
	%	16.7	11.1	5.6	38.9	22.2	5.6	100.0	1.9	27.9	2.8	NO	NO	NO	50.0		25.0	25.0			100.0	YES	YES	YES
E3B	#	5	1	1	2		1	10					*	*	3	3	1	8	1	2	18		*	*
	%	50.0	10.0	10.0	20.0		10.0	100.0	5.3	25.5	3.5	NO	5.5	3.5	16.7	16.7	5.6	44.4	5.6	11.1	100.0	YES	78.4%	0.0%
E3C	#	6	11	4	13	3	4	41						1			3	1	1	6				
	%	14.6	26.8	9.8	31.7	7.3	9.8	100.0	3.8	45.7	12.1	NO	14.0	4.8	16.7			50.0	16.7	16.7	100.0	YES	69.4%	60.3%

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Level of Goal Attainment for 2017                      83.8 percent  
Level of Goal Attainment for 2018                      82.4 percent  
Level of Goal Attainment for 2019                      82.5 percent

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E3D	#	2	1		26	7	5	41						1	3		2	1	2	9				
	%	4.9	2.4		63.4	17.1	12.2	100.0	0.4	74.6	2.5	NO	11.2	NO	11.1	33.3		22.2	11.1	22.2	100.0	YES	85.0%	YES
E3E	#	23	7	4	13	6	4	57									1			1				
	%	40.4	12.3	7.0	22.8	10.5	7.0	100.0	3.2	22.9	1.5	NO	0.1	NO			100.0			100.0	YES	99.6%	YES	
E3F	#	6		1	5	1	2	15					*	8	5	2	2	3		20		*		
	%	40.0		6.7	33.3	6.7	13.3	100.0	3.6	27.1	2.5	3.6	NO	NO	40.0	25.0	10.0	10.0	15.0	100.0	0.0%	YES	YES	
E4A	#	38	16	6	6	7	2	75									1	1	1	3				
	%	50.7	21.3	8.0	8.0	9.3	2.7	100.0	11.6	11.0	5.0	NO	3.0	NO			33.3	33.3	33.3	100.0	YES	72.7%	YES	
E5A	#				12	11	4	27						3	1	2	14	16	6	42				
	%				44.4	40.7	14.8	100.0	0.0	68.0	12.3	NO	23.6	NO	7.1	2.4	4.8	33.3	38.1	14.3	100.0	YES	65.3%	YES
E6A	#	11	4	2	74	69	10	170						12	6	2				20				
	%	6.5	2.4	1.2	43.5	40.6	5.9	100.0	8.0	46.9	21.2	5.6	3.4	NO	60.0	30.0	10.0			100.0	30.0%	92.8%	YES	
E6B	#	1	2		6			9						1	2	1	1			5				
	%	11.1	22.2		66.7			100.0	18.8	21.4	25.9	NO	21.4	NO	20.0	40.0	20.0	20.0		100.0	YES	0.0%	YES	
E7A	#	76	33	9	4			122							1			6		7				
	%	62.3	27.0	7.4	3.3			100.0	21.2	4.6	0.1	NO	4.6	NO		14.3			85.7	100.0	YES	0.0%	YES	
E8A	#	5	5	3	3	12		28																
	%	17.9	17.9	10.7	10.7	42.9		100.0	29.3	19.0	16.5	11.4	8.3	NO							61.1%	56.3%	YES	

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

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

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

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

Level of Goal Attainment for                      83.8 percent  
Level of Goal Attainment for                      82.4 percent  
Level of Goal Attainment for                      82.5 percent

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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	
E8B	#	5	8	3			14		30		14.3	15.0	40.3											
	%	16.7	26.7	10.0			46.7		100.0		NO	15.0	NO								YES	0.0%	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for                      83.8 percent  
Level of Goal Attainment for                      82.4 percent  
Level of Goal Attainment for                      82.5 percent

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

Agency Director: Mark W. Binkley

EEO Officer: Zina Hampton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1A	#	2			2	3		7				*	*				1			1	*	*		
	%	28.6			28.6	42.9		100.0	5.4	38.2	12.8	5.4	9.6	NO			100.0			100.0	0.0%	74.9%	YES	
E1B	#	45	15	1	75	41	4	181						10	1		14	13		38				
	%	24.9	8.3	0.6	41.4	22.7	2.2	100.0	7.6	28.9	9.3	NO	NO	NO	26.3	2.6		36.8	34.2		100.0	YES	YES	YES
E2A	#	55	15	7	185	106	12	380						8	3		35	24	1	71				
	%	14.5	3.9	1.8	48.7	27.9	3.2	100.0	1.7	52.8	11.9	NO	4.1	NO	11.3	4.2		49.3	33.8	1.4	100.0	YES	92.2%	YES
E2B	#	127	132	7	556	685	35	1542						29	25	2	166	195	8	425				
	%	8.2	8.6	0.5	36.1	44.4	2.3	100.0	11.7	32.7	29.6	3.1	NO	NO	6.8	5.9	0.5	39.1	45.9	1.9	100.0	73.5%	YES	YES
E2C	#	73	45	3	194	172	15	502						11	6		25	27	3	72				
	%	14.5	9.0	0.6	38.6	34.3	3.0	100.0	6.1	36.4	12.4	NO	NO	NO	15.3	8.3		34.7	37.5	4.2	100.0	YES	YES	YES
E3A	#	1	4		9	34	1	49							1	1	1	15	2	20				
	%	2.0	8.2		18.4	69.4	2.0	100.0	3.4	48.5	33.9	NO	30.1	NO		5.0	5.0	5.0	75.0	10.0	100.0	YES	37.9%	YES
E3B	#	29	19	2	18	28	2	98						7	2		6	7		22				
	%	29.6	19.4	2.0	18.4	28.6	2.0	100.0	9.5	18.1	17.0	NO	NO	NO	31.8	9.1		27.3	31.8		100.0	YES	YES	YES
E4A	#	19	42	1	1	21	1	85						7	9		1	5		22				
	%	22.4	49.4	1.2	1.2	24.7	1.2	100.0	34.9	6.8	11.8	NO	5.6	NO	31.8	40.9		4.5	22.7		100.0	YES	17.6%	YES
E5A	#	14	47	1	46	163	3	274						7	21	1	33	86	3	151				
	%	5.1	17.2	0.4	16.8	59.5	1.1	100.0	4.7	21.9	56.7	NO	5.1	NO	4.6	13.9	0.7	21.9	57.0	2.0	100.0	YES	76.7%	YES

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

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

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

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

Level of Goal Attainment for 2017                      86.4 percent  
 Level of Goal Attainment for 2018                      88.5 percent  
 Level of Goal Attainment for 2019                      89.9 percent



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

Agency Director: Mark W. Binkley

EEO Officer: Zina Hampton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E5B	#	26	52	3	124	310	10	525						8	20		25	113	4	170				
	%	5.0	9.9	0.6	23.6	59.0	1.9	100.0	7.4	46.7	24.9	NO	23.1	NO	4.7	11.8		14.7	66.5	2.4	100.0	YES	50.5%	YES
E6A and E6B	#	2	4		124	176	8	314						2	1		36	40	5	84				
	%	0.6	1.3		39.5	56.1	2.5	100.0	0.6	67.0	17.0	NO	27.5	NO	2.4	1.2		42.9	47.6	6.0	100.0	YES	59.0%	YES
E7A and E7B	#	55	25	6	2	1		89						10	2	2	2			16				
	%	61.8	28.1	6.7	2.2	1.1		100.0	16.9	2.4	1.1	NO	0.2	0.0	62.5	12.5	12.5	12.5		100.0	YES	91.7%	YES	
E8A, B and C	#	22	73	2	11	77		185						5	18	1	3	34		61				
	%	11.9	39.5	1.1	5.9	41.6		100.0	24.4	14.3	14.9	NO	8.4	NO	8.2	29.5	1.6	4.9	55.7		100.0	YES	41.3%	YES
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      86.4 percent  
 Level of Goal Attainment for 2018                      88.5 percent  
 Level of Goal Attainment for 2019                      89.9 percent

## Department of Motor Vehicles

Agency Director: Kevin A. Shwedo

EEO Officer: Jennifer Harper

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	17	1		9	3	30	5.0	25.5	5.7	1.7*	NO	NO				2	1		3	66.0%*	YES	YES
	%	56.7	3.3		30.0	10.0	100.0										66.7	33.3		100.0			
E2	#	40	18		101	80	241	7.1	39.1	24.3	NO	NO	NO	4	3		12	7	1	27	YES	YES	YES
	%	16.6	7.5		41.9	33.2	100.0							14.8	11.1		44.4	25.9	3.7	100.0			
E3	#	6	5		1	3	15	9.3	26.1	10.8	NO	19.4	NO					1		1	YES	25.7%	YES
	%	40.0	33.3		6.7	20.0	100.0											100.0		100.0			
E5	#	4	14		58	73	157	6.6	34.2	39.8	NO	NO	NO	3	2		6	17	4	32	YES	YES	YES
	%	2.5	8.9		36.9	46.5	100.0							9.4	6.3		18.8	53.1	12.5	100.0			
E6	#	39	38	1	285	396	781	4.4	36.2	32.5	NO	NO	NO	6	7		33	38	4	88	YES	YES	YES
	%	5.0	4.9	0.1	36.5	50.7	100.0							6.8	8.0		37.5	43.2	4.5	100.0			
E7	#	8			1		9	10.7	3.3	1.0	10.7*	NO	1.0*	1			1			2	0.0%*	YES	0.0%*
	%	88.9			11.1		100.0							50.0			50.0			100.0			
E8	#	1	2				3	25.5	14.4	14.6	NO	14.4*	14.6*								YES	0.0%*	0.0%*
	%	33.3	66.7				100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    98.3 percent  
 Level of Goal Attainment for 2018                    94.9 percent  
 Level of Goal Attainment for 2019                    93.6 percent

# Museum Commission

Agency Director: William P. Calloway

EEO Officer: Anita Anderson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	5			3	1		9				*												
	%	55.6			33.3	11.1		100.0	3.2	31.2	6.9	3.2	NO	NO										
E2	#	4	1	1	8	4		18						1			2			3				
	%	22.2	5.6	5.6	44.4	22.2		100.0	3.7	37.5	11.5	NO	NO	NO	33.3		66.7			100.0	YES	YES	YES	
E5, E7 and E8	#	4	2		1	1		8																
	%	50.0	25.0		12.5	12.5		100.0	24.4	5.1	4.5	NO	NO	NO							YES	YES	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      97.9 percent  
 Level of Goal Attainment for 2018                      78.9 percent  
 Level of Goal Attainment for 2019                      100.0 percent

## Department of Natural Resources

Agency Director: Robert H. Boyles, Jr., Interim

EEO Officer: Eva Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	23			14	4		41	5.0	26.5	6.5	5.0	NO	NO	5			4	1		10			
	%	56.1			34.1	9.8		100.0							50.0			40.0	10.0		100.0	0.0%	YES	YES
E2A	#	21	3		49	18	1	92	4.9	40.5	13.8	1.6	NO	NO	7	1		13	5		26			
	%	22.8	3.3		53.3	19.6	1.1	100.0							26.9	3.8		50.0	19.2		100.0	67.3%	YES	YES
E2B	#	134	3	2	72	3	2	216	4.6	32.7	2.3	3.2	NO	0.9	23		1	17	2	1	44			
	%	62.0	1.4	0.9	33.3	1.4	0.9	100.0							52.3		2.3	38.6	4.5	2.3	100.0	30.4%	YES	60.9%
E3	#	107	6	5	28	4	2	152	19.3	11.7	3.1	15.4	NO	0.5	35	2	3	7	1	1	49			*
	%	70.4	3.9	3.3	18.4	2.6	1.3	100.0							71.4	4.1	6.1	14.3	2.0	2.0	100.0	20.2%	YES	83.9%
E4A	#	161	10		8			179	10.2	0.8	4.3	4.6	NO	4.3	30	1		4			35			
	%	89.9	5.6		4.5			100.0							85.7	2.9		11.4			100.0	54.9%	YES	0.0%
E4B	#	59	5		4	2		70	5.7	3.5	0.1	NO	NO	NO	15	2		2	2		21			
	%	84.3	7.1		5.7	2.9		100.0							71.4	9.5		9.5	9.5		100.0	YES	YES	YES
E6	#	6			21	16		43	6.9	43.7	20.9	6.9	NO	NO	2	1		9	4	1	17			
	%	14.0			48.8	37.2		100.0							11.8	5.9		52.9	23.5	5.9	100.0	0.0%	YES	YES
E7	#	13	4			4		21	10.3	11.5	19.5	NO	11.5	0.5	5	1					6			*
	%	61.9	19.0			19.0		100.0							83.3	16.7					100.0	YES	0.0%	97.4%
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      71.6 percent  
 Level of Goal Attainment for 2018                      70.4 percent  
 Level of Goal Attainment for 2019                      71.5 percent

## Department of Parks, Recreation and Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary E. Teague

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3	1		8	4.0	30.2	8.0	4.0 *	NO	NO				2			2	0.0% *	YES	YES
	% 50.0			37.5	12.5		100.0										100.0			100.0			
E2	# 21	1		23	4	1	50	3.9	36.8	7.3	1.9 *	NO	NO	6			7	1		14	51.3% *	YES	YES
	% 42.0	2.0		46.0	8.0	2.0	100.0							42.9			50.0	7.1		100.0			
E2A, B, C and D	# 94	4		26	1	1	126	7.0	18.1	4.8	3.8	NO	4.0	36	1	1	15		3	56	45.7%	YES	16.7%
	% 74.6	3.2		20.6	0.8	0.8	100.0							64.3	1.8	1.8	26.8		5.4	100.0			
E3	#		1	1			2	5.5	15.2	4.2	5.5 *	NO	4.2 *			1	1			2	0.0% *	YES	0.0% *
	%		50.0	50.0			100.0									50.0	50.0			100.0			
E5 and E5A	# 18	5		50	14		87	4.1	47.4	8.0	NO	NO	NO	3			9	2		14	YES	YES	YES
	% 20.7	5.7		57.5	16.1		100.0							21.4			64.3	14.3		100.0			
E6	# 2			4			6	6.1	44.8	21.4	6.1 *	NO	21.4				1			1	0.0% *	YES	0.0%
	% 33.3			66.7			100.0										100.0			100.0			
E7	# 38	3		1	1		43	15.3	2.0	3.7	8.3	NO	1.4 *	17						17	45.8%	YES	62.2% *
	% 88.4	7.0		2.3	2.3		100.0							100.0						100.0			
E8	# 32	5	1	4	3		45	19.2	3.0	1.9	8.1	NO	NO	27	1	1	3	1		33	57.8%	YES	YES
	% 71.1	11.1	2.2	8.9	6.7		100.0							81.8	3.0	3.0	9.1	3.0		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      79.6 percent  
 Level of Goal Attainment for 2018                      72.4 percent  
 Level of Goal Attainment for 2019                      79.0 percent

## Patriot's Point Authority

Agency Director: Larry G. Murray

EEO Officer: Sylvia Wasden

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 17	1		8		1	27	3.5	34.6	6.7	NO	5.0	6.7	2						2	YES	85.5%	0.0%
	% 63.0	3.7		29.6		3.7	100.0							100.0						100.0			
E3, E5 and E6	#			2		1	3	6.3	37.4	10.2	6.3 *	NO	10.2 *								0.0% *	YES	0.0% *
	%			66.7		33.3	100.0																
E4	# 3	1		2	1	1	8	7.4	14.7	43.4	NO	NO	30.9	2			1			3	YES	YES	28.8%
	% 37.5	12.5		25.0	12.5	12.5	100.0							66.7			33.3			100.0			
E7	# 19	7				1	27	12.2	15.2	8.5	NO	15.2	8.5	6	1					7	YES	0.0%	0.0%
	% 70.4	25.9				3.7	100.0							85.7	14.3					100.0			
E8	#	4		3	2	1	10	18.5	8.6	4.3	NO	NO	NO								YES	YES	YES
	%	40.0		30.0	20.0	10.0	100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      76.2 percent  
 Level of Goal Attainment for 2018                      67.5 percent  
 Level of Goal Attainment for 2019                      70.3 percent

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

Agency Director: James Newsome

EEO Officer: Beverly Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	15	1		4	1	21				0.5	3.9	0.5	3			3	1		7	90.6%	83.0%	90.6%
	%	71.4	4.8		19.0	4.8	100.0	5.3	22.9	5.3	*	*	*	42.9			42.9	14.3		100.0	*	*	*
E2A	#	52	10	2	18		82	4.8	27.5	3.9	NO	5.5	3.9	7	3		3			13	YES	80.0%	0.0%
	%	63.4	12.2	2.4	22.0		100.0							53.8	23.1		23.1			100.0			
E2B	#	9			1	1	11	8.6	33.1	5.9	8.6	24.0	NO				1			1	0.0%	27.5%	YES
	%	81.8			9.1	9.1	100.0										100.0			100.0	*	*	*
E3	#	11	1	1	3	3	23	10.6	19.1	6.6	6.3	6.1	NO	3						3	40.6%	68.1%	YES
	%	47.8	4.3	4.3	13.0	13.0	100.0							100.0						100.0			
E4A	#	20	4	2	4	3	34	11.2	7.9	4.7	NO	NO	NO	1	1			1		3	YES	YES	YES
	%	58.8	11.8	5.9	11.8	8.8	100.0							33.3	33.3			33.3		100.0			
E4B	#	10	9	1	5	12	38	26.1	11.3	17.3	2.4	NO	NO	10	7	1	3	5	1	27	90.8%	YES	YES
	%	26.3	23.7	2.6	13.2	31.6	100.0							37.0	25.9	3.7	11.1	18.5	3.7	100.0	*	*	*
E5	#	10	3		29	7	51	3.2	53.7	14.3	NO	NO	0.6	1			10	2		13	YES	YES	95.8%
	%	19.6	5.9		56.9	13.7	100.0							7.7			76.9	15.4		100.0	*	*	*
E7A	#	23	7	1	3	2	36	20.7	5.4	3.9	1.3	NO	NO	1	2		5		1	9	93.7%	YES	YES
	%	63.9	19.4	2.8	8.3	5.6	100.0							11.1	22.2		55.6		11.1	100.0	*	*	*
E7B	#	270	110	21	1	3	405	26.4	0.6	1.6	NO	0.4	0.9	117	53	17		2		189	YES	33.3%	43.8%
	%	66.7	27.2	5.2	0.2	0.7	100.0							61.9	28.0	9.0		1.1		100.0			

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

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

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

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

Level of Goal Attainment for 2017                      76.0 percent  
 Level of Goal Attainment for 2018                      75.9 percent  
 Level of Goal Attainment for 2019                      84.1 percent

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

Agency Director: James Newsome

EEO Officer: Beverly Cowart

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2019							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7C	#	16	10	3	2	1	32	26.9	2.7	1.7	NO	NO	NO	10	8	2	2	1	23	YES	YES	YES	
	%	50.0	31.3	9.4	6.3	3.1	100.0							43.5	34.8	8.7	8.7	4.3	100.0				
	#																						
	%																						
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**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2017                    76.0 percent  
 Level of Goal Attainment for 2018                    75.9 percent  
 Level of Goal Attainment for 2019                    84.1 percent



## Department of Probation, Parole and Pardon Services

Agency Director: Jerry B. Adger

EEO Officer: Paul Angus

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	4	1	6	6	3	28	7.9	25.9	10.1	NO	4.5	NO	1	2		1	1		5	YES	82.6%	YES
	% 28.6	14.3	3.6	21.4	21.4	10.7	100.0							20.0	40.0		20.0	20.0		100.0			
E2	# 15	14	1	63	118	4	215	9.3	34.7	22.3				8	7	1	18	42	1	77	69.6%	84.5%	YES
	% 7.0	6.5	0.5	29.3	54.9	1.9	100.0				2.8	5.4	NO	10.4	9.1	1.3	23.4	54.5	1.3	100.0			
E2A	# 155	63	6	93	67	2	386	16.1	9.3	5.4	NO	NO	NO	50	18		24	23		115	YES	YES	YES
	% 40.2	16.3	1.6	24.1	17.4	0.5	100.0							43.5	15.7		20.9	20.0		100.0			
E3	#	2		2	1	1	6	12.3	17.1	13.0	NO	NO	NO	1	1			1		3	YES	YES	YES
	%	33.3		33.3	16.7	16.7	100.0							33.3	33.3			33.3		100.0			
E5	# 4	1		30	23	2	60	10.3	32.2	30.9	8.6	NO	NO	1			9	10	1	21	16.5%	YES	YES
	% 6.7	1.7		50.0	38.3	3.3	100.0							4.8			42.9	47.6	4.8	100.0			
E6 and E8	# 1			1	1		3	22.8	31.3	15.4	22.8*	NO	NO								0.0%*	YES	YES
	% 33.3			33.3	33.3		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    87.6 percent  
 Level of Goal Attainment for 2018                    88.3 percent  
 Level of Goal Attainment for 2019                    91.4 percent

## Public Employee Benefit Authority

Agency Director: Peggy G. Boykin

EEO Officer: Kim Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			9	3		18	5.3	27.4	8.3	5.3*	NO	NO								0.0%*	YES	YES
	% 33.3			50.0	16.7		100.0																
E2	# 40	14		67	77	4	202	7.4	40.2	21.0	0.5	7.0	NO	3	1		10	8		22	93.2%	82.6%	YES
	% 19.8	6.9		33.2	38.1	2.0	100.0							13.6	4.5		45.5	36.4		100.0			
E3	# 19			3	2	4	28	6.4	12.4	6.4	6.4	1.7*	NO						1	1	0.0%	86.3%*	YES
	% 67.9			10.7	7.1	14.3	100.0												100.0	100.0			
E5	# 1			1	1		3	7.6	39.4	23.3	7.6*	6.1*	NO								0.0%*	84.5%*	YES
	% 33.3			33.3	33.3		100.0																
E6 and E8	#	2		2	5		9	10.4	36.1	22.1	NO	13.9	NO		1					1	YES	61.5%	YES
	%	22.2		22.2	55.6		100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      81.9 percent  
 Level of Goal Attainment for 2018                      90.9 percent  
 Level of Goal Attainment for 2019                      85.2 percent

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

Agency Director: Leroy Smith  
EEO Officer: Tonya Chambers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	4	6		3			13						1						1	YES	*	*	
	%	30.8	46.2		23.1			100.0	5.5	24.7	5.0	NO	1.6	5.0	100.0					100.0	YES	93.5%	0.0%	
E2A	#	22	9		19	13	3	66	4.8	34.9	10.0	NO	6.1	NO	11	4	1	4	4	1	25	YES	82.5%	YES
	%	33.3	13.6		28.8	19.7	4.5	100.0							44.0	16.0	4.0	16.0	16.0	4.0	100.0	YES		
E2B	#	224	44	8	4	4		284	11.5	9.0	3.3	NO	7.6	1.9	61	10	3	2	2	1	79	YES	15.6%	42.4%
	%	78.9	15.5	2.8	1.4	1.4		100.0							77.2	12.7	3.8	2.5	2.5	1.3	100.0	YES		
E2C	#	9	3		22	27		61	3.8	40.0	11.0	NO	3.9	NO	5		1	6	10	1	23	YES	90.3%	YES
	%	14.8	4.9		36.1	44.3		100.0							21.7		4.3	26.1	43.5	4.3	100.0	YES		
E3	#	17	12		25	30	4	88	2.7	27.8	11.4	NO	NO	NO	10	3		1	12	2	28	YES	YES	YES
	%	19.3	13.6		28.4	34.1	4.5	100.0							35.7	10.7		3.6	42.9	7.1	100.0	YES		
E4	#	527	74	24	31	16	2	674	9.8	8.9	3.7	NO	4.3	1.3	88	21	7	7	7		130	YES	51.7%	64.9%
	%	78.2	11.0	3.6	4.6	2.4	0.3	100.0							67.7	16.2	5.4	5.4	5.4		100.0	YES		
E5	#	1			17	7	1	26	0.8	67.9	16.0	*	*		1			5	3		9	0.0%	*	YES
	%	3.8			65.4	26.9	3.8	100.0				0.8	2.5	NO	11.1			55.6	33.3		100.0	0.0%	96.3%	YES
E6	#	2	1		5	4		12	3.1	59.7	15.0	NO	18.0	NO	1	1		1	1		4	YES	69.8%	YES
	%	16.7	8.3		41.7	33.3		100.0							25.0	25.0		25.0	25.0		100.0	YES		
E7	#	3	6	1		2		12	16.2	4.0	1.1	NO	4.0	NO		3					3	YES	0.0%	YES
	%	25.0	50.0	8.3		16.7		100.0								100.0					100.0	YES		

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

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

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

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

Level of Goal Attainment for 2017                      87.9 percent  
Level of Goal Attainment for 2018                      83.3 percent  
Level of Goal Attainment for 2019                      85.4 percent

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

Agency Director: Leroy Smith  
EEO Officer: Tonya Chambers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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
E8	#	4	5		2		11	16.2	15.9	7.7	NO	15.9	NO	1	2					3	YES	0.0%	YES
	%	36.4	45.5		18.2		100.0							33.3	66.7					100.0			
	#																						
	%																						
	#																						
	%																						
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**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2017                      87.9 percent  
Level of Goal Attainment for 2018                      83.3 percent  
Level of Goal Attainment for 2019                      85.4 percent

## Public Service Commission

Agency Director: Jocelyn Boyd

EEO Officer: Jessica Hood

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2			4	2.7	30.7	6.1	2.7 *	NO	6.1 *								0.0% *	YES	0.0% *
	% 50.0			50.0			100.0										2			2			
E2	# 5		1	3	1		10	3.6	27.7	5.6	3.6 *	NO	NO				100.0			100.0	0.0% *	YES	YES
	% 50.0		10.0	30.0	10.0		100.0																
E3, E5 and E6	# 1			8	3		12	5.9	50.9	9.2	5.9 *	NO	NO								0.0% *	YES	YES
	% 8.3			66.7	25.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    93.1 percent  
 Level of Goal Attainment for 2018                    95.8 percent  
 Level of Goal Attainment for 2019                    100.0 percent

## Office of Regulatory Staff

Agency Director: Nanette Edwards

EEO Officer: Joy Lang

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			2		4	3.9	20.6	3.2	3.9	NO	3.2	1						1	0.0%	YES	0.0%
	%	50.0			50.0		100.0							100.0						100.0			
E2	#	22	3	3	15	5	48	3.6	32.7	6.9	NO	1.4	NO	2		1	1			4	YES	95.7%	YES
	%	45.8	6.3	6.3	31.3	10.4	100.0							50.0		25.0	25.0			100.0			
E3 and E5	#	6	1	1	7	1	16	6.8	39.5	8.8	0.5	NO	2.5	1	1					2	92.6%	YES	71.6%
	%	37.5	6.3	6.3	43.8	6.3	100.0							50.0	50.0					100.0			
	#																						
	%																						
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**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2017                      94.2 percent  
 Level of Goal Attainment for 2018                      87.4 percent  
 Level of Goal Attainment for 2019                      94.3 percent

# Retirement System Investment Commission

Agency Director: Michael Hitchcock

EEO Officer: Brittany Storey

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3			3		6	2.0	16.6	1.1	2.0	NO	1.1	1						1	0.0%	YES	0.0%
	%	50.0			50.0		100.0							100.0						100.0			
E2	#	24	1		6	2	33	5.2	29.1	6.3	2.2	10.9	0.2	2		1	1			4	57.7%	62.5%	96.8%
	%	72.7	3.0		18.2	6.1	100.0							50.0		25.0	25.0			100.0			
E3, E5 and E6	#				3	2	5	3.7	57.9	12.7	3.7	NO	NO	1	1					2	0.0%	YES	YES
	%				60.0	40.0	100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
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	%																						

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

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

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

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

Level of Goal Attainment for 2017                      89.1 percent  
 Level of Goal Attainment for 2018                      80.1 percent  
 Level of Goal Attainment for 2019                      86.2 percent

## Department of Revenue

Agency Director: W. Hartley Powell

EEO Officer: Angela Stroud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	20	3	1	19	9	52	6.0	26.7	8.0	0.2	NO	NO	4			7	1		12	96.7%	YES	YES
	%	38.5	5.8	1.9	36.5	17.3	100.0							33.3			58.3	8.3		100.0			
E2	#	130	28	3	147	132	452	4.0	35.6	12.3	NO	3.1	NO	32	9		34	40	1	116	YES	91.3%	YES
	%	28.8	6.2	0.7	32.5	29.2	100.0							27.6	7.8		29.3	34.5	0.9	100.0			
E3	#	13	3	2	6	2	27	10.7	18.1	9.7	NO	NO	2.3	4	1			1	1	7	YES	YES	76.3%
	%	48.1	11.1	7.4	22.2	7.4	100.0							57.1	14.3			14.3	14.3	100.0			
E4	#	6	3				9	2.0	0.0	9.8	NO	NO	9.8	2	3					5	YES	YES	0.0%
	%	66.7	33.3				100.0							40.0	60.0					100.0			
E5	#	10	8	1	32	38	91	4.6	37.7	18.1	NO	2.5	NO	7	3	1	12	19	2	44	YES	93.4%	YES
	%	11.0	8.8	1.1	35.2	41.8	100.0							15.9	6.8	2.3	27.3	43.2	4.5	100.0			
E6	#	6	4		6	14	31	7.2	42.2	21.8	NO	22.8	NO				1	1		2	YES	46.0%	YES
	%	19.4	12.9		19.4	45.2	100.0										50.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017            95.3 percent  
 Level of Goal Attainment for 2018            95.9 percent  
 Level of Goal Attainment for 2019            94.3 percent



## Revenue and Fiscal Affairs Office

Agency Director: Frank Rainwater

EEO Officer: Deborah Glenn

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	11			6		17	5.2	30.8	5.8	5.2	NO	5.8	2			1			3	0.0%	YES	0.0%
	%	64.7			35.3		100.0							66.7			33.3			100.0			
E2	#	13	2	1	12	2	32	5.6	25.6	8.0	NO	NO	1.7	6			2			8	YES	YES	78.8%
	%	40.6	6.3	3.1	37.5	6.3	100.0							75.0			25.0			100.0			
E3	#	8	1	1	2		12	7.5	11.9	4.4	NO	NO	4.4	2	1	1				4	YES	YES	0.0%
	%	66.7	8.3	8.3	16.7		100.0							50.0	25.0	25.0				100.0			
E6	#				6	3	9	2.5	51.6	14.2	2.5	NO	NO								0.0%	YES	YES
	%				66.7	33.3	100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      73.7 percent  
 Level of Goal Attainment for 2018                      88.8 percent  
 Level of Goal Attainment for 2019                      97.4 percent

## Santee Cooper

Agency Director: Mark Bonsall

EEO Officer: Ritchie Monteith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	13	1	1	5	1	21							2			1			3			
	%	61.9	4.8	4.8	23.8	4.8	100.0	3.3	18.5	2.8	NO	NO	NO	66.7			33.3			100.0	YES	YES	YES
E2	#	299	40	13	141	32	531							44	13	4	25	7	1	94			
	%	56.3	7.5	2.4	26.6	6.0	100.0	6.4	22.8	5.2	NO	NO	NO	46.8	13.8	4.3	26.6	7.4	1.1	100.0	YES	YES	YES
E3	#	82	14	2	20	9	127							10	2	1	3			16			
	%	64.6	11.0	1.6	15.7	7.1	100.0	10.1	15.6	5.7	NO	NO	NO	62.5	12.5	6.3	18.8			100.0	YES	YES	YES
E6	#	28	14	3	81	17	146						*	4	1		16	2		23			*
	%	19.2	9.6	2.1	55.5	11.6	100.0	9.1	46.5	11.9	NO	NO	0.3	17.4	4.3		69.6	8.7		100.0	YES	YES	97.5%
E7 and E8	#	626	135	13	26	27	827						*	95	16	4		2		117		*	
	%	75.7	16.3	1.6	3.1	3.3	100.0	15.1	3.2	2.9	NO	0.1	NO	81.2	13.7	3.4		1.7		100.0	YES	96.9%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      96.6 percent  
 Level of Goal Attainment for 2018                      99.8 percent  
 Level of Goal Attainment for 2019                      99.6 percent

## South Carolina Secretary of State's Office

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	1			4	2	7	4.5	25.6	5.9	4.5	*	NO	NO	2			1		3	0.0%	*	YES	YES	
	%	14.3			57.1	28.6	100.0							66.7			33.3		100.0						
E2	#	1		1	5	3	10	5.0	32.9	12.1	5.0	*	NO	NO	44	13	4	25	7	1	94	0.0%	*	YES	YES
	%	10.0		10.0	50.0	30.0	100.0							46.8	13.8	4.3	26.6	7.4	1.1	100.0					
E5 and E6	#				5	8	1	14	4.2	41.9	29.7	4.2	*	6.2	NO	10	2	1	3		16	0.0%	*	85.2%	YES
	%				35.7	57.1	7.1	100.0						62.5	12.5	6.3	18.8		100.0						
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2017            100.0 percent  
 Level of Goal Attainment for 2018            100.0 percent  
 Level of Goal Attainment for 2019            97.5 percent

## Department of Social Services

Agency Director: Michael Leach

EEO Officer: Valencia Gadson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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	#	30	13	2	62	64		171	4.6	44.5	10.6	NO	8.2	NO	5			8	5		18			
	%	17.5	7.6	1.2	36.3	37.4		100.0										44.4	27.8		100.0	YES	81.6%	YES
E2 and E2A	#	111	65	3	284	402	14	879	5.0	35.5	18.4	NO	3.2	NO	16	8	1	38	51	4	118			
	%	12.6	7.4	0.3	32.3	45.7	1.6	100.0										32.2	43.2	3.4	100.0	YES	91.0%	YES
E2B	#	25	31	4	141	282	8	491	6.4	40.7	26.3	0.1	12.0	NO	39	55	1	205	354	19	673			
	%	5.1	6.3	0.8	28.7	57.4	1.6	100.0										30.5	52.6	2.8	100.0	98.4%	70.5%	YES
E2C	#	77	110	4	489	1107	38	1825	4.2	28.8	33.5	NO	2.0	NO	3	8		45	144	6	206			
	%	4.2	6.0	0.2	26.8	60.7	2.1	100.0										21.8	69.9	2.9	100.0	YES	93.1%	YES
E3	#	8		3	11	30		52	12.4	13.9	12.7	12.4	NO	NO	1			2	2		5			
	%	15.4		5.8	21.2	57.7		100.0										40.0	40.0		100.0	0.0%	YES	YES
E5A	#	1			13	12	2	28	1.0	67.0	13.5	1.0	20.6	NO				1			1			
	%	3.6			46.4	42.9	7.1	100.0										100.0			100.0	0.0%	69.3%	YES
E5B	#	9	11		112	303	11	446	1.7	62.9	19.3	NO	37.8	NO				5	3	1	9			
	%	2.0	2.5		25.1	67.9	2.5	100.0										55.6	33.3	11.1	100.0	YES	39.9%	YES
E6A	#		2		82	61	3	148	0.7	65.6	18.3	NO	10.2	NO		2		25	34	2	63			
	%		1.4		55.4	41.2	2.0	100.0										39.7	54.0	3.2	100.0	YES	84.5%	YES
E6B	#	1	5		90	128	8	232	23.1	21.6	26.9	20.9	NO	NO				9	9	1	19			
	%	0.4	2.2		38.8	55.2	3.4	100.0										47.4	47.4	5.3	100.0	9.5%	YES	YES

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

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

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

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

Level of Goal Attainment for 2017                      88.7 percent  
 Level of Goal Attainment for 2018                      75.8 percent  
 Level of Goal Attainment for 2019                      86.1 percent

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

Agency Director: James E. Clark

EEO Officer: Ronald York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#		4			14	1	19																
	%		21.1			73.7	5.3	100.0	4.2	28.8	8.7	NO	28.8	NO		1			5		6	YES	0.0%	YES
C2	#		5	1		6		12																
	%		41.7	8.3		50.0		100.0	4.6	37.5	14.7	NO	37.5	NO								YES	0.0%	YES
C3	#	9	11	5	3	2	1	31																
	%	29.0	35.5	16.1	9.7	6.5	3.2	100.0	4.2	31.7	6.8	NO	22.0	0.3								YES	30.6%	95.6%
C4	#	5	12	5	2	16	4	44																
	%	11.4	27.3	11.4	4.5	36.4	9.1	100.0	4.3	31.8	6.8	NO	27.3	NO		1					1	YES	14.2%	YES
C5	#	2	9	4	2	18	1	36								1		1	2	5				
	%	5.6	25.0	11.1	5.6	50.0	2.8	100.0	4.4	33.0	6.8	NO	27.4	NO	11.1		11.1	22.2	55.6		9	YES	17.0%	YES
C6	#	3	10			15		28								2	1			3				
	%	10.7	35.7			53.6		100.0	3.9	32.5	6.9	NO	32.5	NO	33.3	16.7			50.0		6	YES	0.0%	YES
C7	#					1		1																
	%					100.0		100.0	4.4	31.0	7.4	4.4	31.0	NO								0.0%	0.0%	YES
C8	#		2			3		5								2				1	3			
	%		40.0			60.0		100.0	6.8	35.0	15.4	NO	35.0	NO		66.7				33.3	100.0	YES	0.0%	YES
C9	#	3	14		2	8		27								5				5	10			
	%	11.1	51.9		7.4	29.6		100.0	7.0	25.5	5.4	NO	18.1	NO		50.0				50.0	100.0	YES	29.0%	YES

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

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

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

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

Level of Goal Attainment for 2017                      69.1 percent  
 Level of Goal Attainment for 2018                      68.6 percent  
 Level of Goal Attainment for 2019                      71.4 percent

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

Agency Director: James E. Clark  
EEO Officer: Ronald York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	12	1	1	44	3	61	5.3	41.2	15.3	NO	39.6	NO	1	4			8		13	YES	3.9%	YES
	%	19.7	1.6	1.6	72.1	4.9	100.0							7.7	30.8			61.5		100.0			
E3	#	7			11		18	7.4	29.7	9.4	NO	29.7	NO		1			2		3	YES	0.0%	YES
	%	38.9			61.1		100.0								33.3			66.7		100.0			
E4	#	12			2		14	18.0	8.2	9.2	NO	8.2	NO		3			1		4	YES	0.0%	YES
	%	85.7			14.3		100.0								75.0			25.0		100.0			
E5	#	1			14		15	1.1	60.1	22.9	NO	60.1	NO					2		2	YES	0.0%	YES
	%	6.7			93.3		100.0											100.0		100.0			
E6	#	3		1	19		23	2.1	52.6	23.6	NO	48.3	NO		1	1				2	YES	8.2%	YES
	%	13.0		4.3	82.6		100.0								50.0	50.0				100.0			
E7 and E8	#	2			1		3	13.7	10.1	6.8	NO	10.1	NO					1		1	YES	0.0%	YES
	%	66.7			33.3		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017            69.1 percent  
Level of Goal Attainment for 2018            68.6 percent  
Level of Goal Attainment for 2019            71.4 percent

## State Board for Technical and Comprehensive Education

President: Dr. Tim Hardee  
EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3		1	3	2	9	3.1	23.4	4.8	3.1	NO	NO	1			1			2	0.0%	YES	YES
	%	33.3		11.1	33.3	22.2	100.0							50.0			50.0			100.0			
E2	#	29	10	3	32	11	87	7.0	32.2	9.3	NO	NO	NO	1	3		4	1		9	YES	YES	YES
	%	33.3	11.5	3.4	36.8	12.6	100.0							11.1	33.3		44.4	11.1		100.0			
E3, E5 and E7	#	5	2		9	5	21	7.7	28.9	12.1	NO	NO	NO				2	3		5	YES	YES	YES
	%	23.8	9.5		42.9	23.8	100.0										40.0	60.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017            95.8 percent  
Level of Goal Attainment for 2018            98.3 percent  
Level of Goal Attainment for 2019            100.0 percent

# Aiken Technical College

President: Dr. Forest E. Mahan

EEO Officer: Sylvia M. Byrd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1	# 3						3	3.8	31.8	12.2	3.8*	31.8*	12.2*								0.0%*	0.0%*	0.0%*
	% 100.0						100.0																
T3, T4 and T5	# 22	5	1	16	11	3	58	2.2	31.8	12.6	NO	4.2	NO	4				1	2	7	YES	86.8%	YES
	% 37.9	8.6	1.7	27.6	19.0	5.2	100.0							57.1				14.3	28.6	100.0			
E2 and E3	# 9	1		22	9		41	8.2	30.8	9.3	5.8	NO	NO				3			3	29.3%	YES	YES
	% 22.0	2.4		53.7	22.0		100.0										100.0			100.0			
E5 and E6	#	1		10	7	1	19	2.7	57.2	15.7	NO	4.6*	NO				3	1	1	5	YES	92.0%*	YES
	%	5.3		52.6	36.8	5.3	100.0										60.0	20.0	20.0	100.0			
E7 and E8	# 3	1					4	4.6	2.3	0.0	NO	2.3*	NO	2						2	YES	0.0%*	YES
	% 75.0	25.0					100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    89.1 percent  
 Level of Goal Attainment for 2018                    89.7 percent  
 Level of Goal Attainment for 2019                    91.6 percent



# Central Carolina Technical College

Agency Director: Michael Mikota  
EEO Officer: Ronalda Stover

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 2			4			6	3.8	31.6	10.4	3.8 *	NO	10.4 *								0.0% *	YES	0.0% *
	% 33.3			66.7			100.0																
T3 and T4	# 35	4	3	52	9	4	107	4.4	32.1	6.1	0.7 *	NO	NO	3		1	5	1		10	84.1% *	YES	YES
	% 32.7	3.7	2.8	48.6	8.4	3.7	100.0							30.0		10.0	50.0	10.0		100.0			
T5 and E2	# 10	2	1	18	18	6	55	8.6	30.0	17.8	5.0	NO	NO				6	4	2	12	41.9%	YES	YES
	% 18.2	3.6	1.8	32.7	32.7	10.9	100.0										50.0	33.3	16.7	100.0			
E3, E4 and E5	# 5	7	1	5	5	2	25	25.1	24.4	13.0	NO	4.4	NO		2			1	3	6	YES	82.0%	YES
	% 20.0	28.0	4.0	20.0	20.0	8.0	100.0								33.3			16.7	50.0	100.0			
E6	#	1		16	7	1	25	9.3	39.3	19.5	5.3	NO	NO				8	2	1	11	43.0%	YES	YES
	%	4.0		64.0	28.0	4.0	100.0										72.7	18.2	9.1	100.0			
E7 and E8	# 6	9		2	9		26	24.4	8.7	8.3	NO	1.0 *	NO	1	2		1	5		9	YES	88.5% *	YES
	% 23.1	34.6		7.7	34.6		100.0							11.1	22.2		11.1	55.6		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    93.9 percent  
Level of Goal Attainment for 2018                    94.8 percent  
Level of Goal Attainment for 2019                    90.0 percent

# Denmark Technical College

President: Dr. Christopher J. Hall  
EEO Officer: Thomas W. Mayer

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2 and E1	#	6			1		7	9.9	35.1	17.3	NO	35.1	3.0	*	2			1		3	YES	0.0%	82.7%	
	%	85.7			14.3		100.0								66.7			33.3		100.0				
T3 and T4	#	5	12	2	4	15	2	40	5.6	29.1	28.4	NO	19.1	NO	1	1		2	2		6	YES	34.4%	YES
	%	12.5	30.0	5.0	10.0	37.5	5.0	100.0							16.7	16.7		33.3	33.3		100.0			
E2	#	6			11		17	11.2	35.1	23.7	NO	35.1	NO		1			2		3	YES	0.0%	YES	
	%	35.3			64.7		100.0								33.3			66.7		100.0				
E3, E5 and E6	#	1	1		4	13		19	2.1	57.9	16.1	NO	36.8	NO		1		1	2		4	YES	36.4%	YES
	%	5.3	5.3		21.1	68.4		100.0							25.0		25.0	50.0		100.0				
E4 and E8	#	2	4		4		10	21.2	9.3	11.9	NO	9.3	NO	*	1	3		1		5	YES	0.0%	YES	
	%	20.0	40.0		40.0		100.0								20.0	60.0		20.0		100.0				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017            77.3 percent  
Level of Goal Attainment for 2018            70.4 percent  
Level of Goal Attainment for 2019            75.3 percent

## Florence-Darlington Technical College

President: Edward Bethea  
EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4	3		2	1		10	7.5	31.5	9.3	NO	11.5	NO				1	1		2	YES	63.5%	YES
	% 40.0	30.0		20.0	10.0		100.0										50.0	50.0		100.0			
T3, T4 and T5	# 37	8	3	33	12	4	97	3.6	33.0	5.3	NO	NO	NO	4	2		9	4		19	YES	YES	YES
	% 38.1	8.2	3.1	34.0	12.4	4.1	100.0							21.1	10.5		47.4	21.1		100.0			
E2	# 13	4	1	32	18	2	70	6.0	34.8	12.7	0.3	NO	NO	1	1		5	4		11	95.0%	YES	YES
	% 18.6	5.7	1.4	45.7	25.7	2.9	100.0							9.1	9.1		45.5	36.4		100.0			
E5 and E6	# 2	1		16	17		36	1.0	63.0	17.4	NO	18.6	NO				1			1	YES	70.5%	YES
	% 5.6	2.8		44.4	47.2		100.0										100.0			100.0			
E3, E7 and E8	# 21	8	1	4	2		36	14.8	10.0	5.4	NO	NO	NO	2						2	YES	YES	YES
	% 58.3	22.2	2.8	11.1	5.6		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    84.7 percent  
Level of Goal Attainment for 2018                    86.9 percent  
Level of Goal Attainment for 2019                    95.3 percent

## Greenville Technical College

Agency Director: Keith Miller  
EEO Officer: Susan M. Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2 and E1	#	6	2		8	7		23	4.0	35.6	9.0	NO	0.8 *	NO								YES	97.8% *	YES
	%	26.1	8.7		34.8	30.4		100.0																
T3 and T4	#	119	14	7	160	22	10	332	2.8	33.5	4.1	NO	NO	NO	16	4	3	14	4	1	42	YES	YES	YES
	%	35.8	4.2	2.1	48.2	6.6	3.0	100.0							38.1	9.5	7.1	33.3	9.5	2.4	100.0			
T5 and E2	#	45	6	2	77	38	5	173	5.0	35.7	12.0	1.5	NO	NO	3	1		7	9		20	70.0%	YES	YES
	%	26.0	3.5	1.2	44.5	22.0	2.9	100.0							15.0	5.0		35.0	45.0		100.0			
E3, E4 and E5	#	27	7		43	25	8	110	4.5	42.9	7.9	NO	3.8	NO	2			5		1	8	YES	91.1%	YES
	%	24.5	6.4		39.1	22.7	7.3	100.0							25.0			62.5		12.5	100.0			
E6	#	7	1		24	10	4	46	0.5	73.0	10.5	NO	20.8	NO	1			3			4	YES	71.5%	YES
	%	15.2	2.2		52.2	21.7	8.7	100.0							25.0			75.0			100.0			
E7 and E8	#	29	8	1	9	16	1	64	11.2	13.0	6.4	NO	NO	NO	4	1	1	3		1	10	YES	YES	YES
	%	45.3	12.5	1.6	14.1	25.0	1.6	100.0							40.0	10.0	10.0	30.0		10.0	100.0			
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                      91.1 percent  
Level of Goal Attainment for 2018                      96.1 percent  
Level of Goal Attainment for 2019                      96.1 percent

# Horry-Georgetown Technical College

President: Marilyn Fore  
EEO Officer: Jackie Snyder

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1 and T2	#	2	1		5		8	1.7	40.4	11.2	NO	NO	11.2	*							YES	YES	0.0%	
	%	25.0	12.5		62.5		100.0																*	
T3 and T4	#	82	5		72	7	4	170	3.1	33.6	1.6	0.2	NO	NO	10		1	20	1	1	33	93.5%	YES	YES
	%	48.2	2.9		42.4	4.1	2.4	100.0							30.3		3.0	60.6	3.0	3.0	100.0			
T5 and E2	#	16	3		48	13	2	82	2.5	34.8	12.2	NO	NO	NO	3	1		9	3	1	17	YES	YES	YES
	%	19.5	3.7		58.5	15.9	2.4	100.0							17.6	5.9		52.9	17.6	5.9	100.0			
E3 and E5	#	7	2		13	6	1	29	2.5	35.9	10.6	NO	NO	NO	1					1	2	YES	YES	YES
	%	24.1	6.9		44.8	20.7	3.4	100.0							50.0					50.0	100.0			
E6	#		1		14	3		18	0.5	70.0	2.4	NO	NO	NO				2	2	1	5	YES	YES	YES
	%		5.6		77.8	16.7		100.0										40.0	40.0	20.0	100.0			
E7 and E8	#	18	1	1	10	3	3	36	13.5	12.0	5.8	10.7	NO	NO	3			2	1		6	20.7%	YES	YES
	%	50.0	2.8	2.8	27.8	8.3	8.3	100.0							50.0			33.3	16.7		100.0			
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                    89.7 percent  
Level of Goal Attainment for 2018                    94.6 percent  
Level of Goal Attainment for 2019                    95.0 percent

# Technical College of the Lowcountry

President: Dr. Richard Gough

EEO Officer: Sharon O'Neal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 3	1		4			8	4.0	32.9	12.3	NO	NO	12.3 *								YES	YES	0.0% *
	% 37.5	12.5		50.0			100.0																
T3 and T4	# 15	4		28	4		51	1.9	29.2	5.5	NO	NO	NO	1			4	1		6	YES	YES	YES
	% 29.4	7.8		54.9	7.8		100.0							16.7			66.7	16.7		100.0			
T5 and E2	# 6	2		19	10		37	7.2	32.5	18.5	1.8 *	NO	NO		1		2	3	1	7	75.0% *	YES	YES
	% 16.2	5.4		51.4	27.0		100.0								14.3		28.6	42.9	14.3	100.0			
E3, E5 and E6	# 1	3	1	9	7	2	23	2.8	57.3	8.6	NO	18.2	NO	1	1	1	3	5	1	12	YES	68.2%	YES
	% 4.3	13.0	4.3	39.1	30.4	8.7	100.0							8.3	8.3	8.3	25.0	41.7	8.3	100.0			
E7 and E8	# 6	2	1	1	1	1	12	12.1	4.0	10.2	NO	NO	1.9 *	2	1	1		1		5	YES	YES	81.4% *
	% 50.0	16.7	8.3	8.3	8.3	8.3	100.0							40.0	20.0	20.0		20.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    95.8 percent  
 Level of Goal Attainment for 2018                    93.8 percent  
 Level of Goal Attainment for 2019                    94.6 percent

## Midlands Technical College

President: Dr. Ronald L. Rhames  
EEO Officer: Nicole B. Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2 and E1	#	7	1	1	13	7		29	5.2	32.9	10.8	1.8 *	NO	NO	1		1	3			5	65.4% *	YES	YES
	%	24.1	3.4	3.4	44.8	24.1		100.0							20.0		20.0	60.0			100.0			
T3 and T4	#	84	12	4	89	31	10	230	3.7	33.3	6.9	NO	NO	NO	5	1		2	1		9	YES	YES	YES
	%	36.5	5.2	1.7	38.7	13.5	4.3	100.0							55.6	11.1		22.2	11.1		100.0			
T5 and E2	#	38	15		57	51	4	165	7.5	33.8	16.7	NO	NO	NO	6	2		6	8	1	23	YES	YES	YES
	%	23.0	9.1		34.5	30.9	2.4	100.0							26.1	8.7		26.1	34.8	4.3	100.0			
E3	#	20	2	1	16	7		46	9.2	21.9	9.4	4.9	NO	NO	3			2	1		6	46.7%	YES	YES
	%	43.5	4.3	2.2	34.8	15.2		100.0							50.0			33.3	16.7		100.0			
E4 and E5	#	4	1	1	15	12	3	36	4.1	53.0	13.5	1.3 *	11.3	NO	2	1		2	2	1	8	68.3% *	78.7%	YES
	%	11.1	2.8	2.8	41.7	33.3	8.3	100.0							25.0	12.5		25.0	25.0	12.5	100.0			
E6	#	3	1		19	16	1	40	2.5	61.7	16.0	0.0	14.2	NO				5	2		7	YES	77.0%	YES
	%	7.5	2.5		47.5	40.0	2.5	100.0										71.4	28.6		100.0			
E7	#	12	1			1		14	3.9	7.7	1.4	NO	7.7	NO	4						4	YES	0.0%	YES
	%	85.7	7.1			7.1		100.0							100.0						100.0			
E8	#	8	4		3	2		17	15.7	18.9	11.5	NO	1.3 *	NO	2	1			1		4	YES	93.1% *	YES
	%	47.1	23.5		17.6	11.8		100.0							50.0	25.0			25.0		100.0			
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2017                    89.2 percent  
Level of Goal Attainment for 2018                    86.2 percent  
Level of Goal Attainment for 2019                    88.7 percent

# Northeastern Technical College

President: Dr. Kyle Wagner

EEO Officer: Christi Meggs

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	2	1	6	1		15	4.6	28.9	13.1	NO	NO	6.4 *	1	1	1	1			4	YES	YES	51.0% *
	% 33.3	13.3	6.7	40.0	6.7		100.0							25.0	25.0	25.0	25.0			100.0			
T3 and T4	# 10		1	7	1		19	0.8	46.4	11.3	0.8 *	9.6	6.0	3			1			4	0.0% *	79.2%	46.7%
	% 52.6		5.3	36.8	5.3		100.0							75.0			25.0			100.0			
E2, E3 and E5	# 2	3		7	13		25	3.0	30.1	28.7	NO	2.1 *	NO								YES	93.0% *	YES
	% 8.0	12.0		28.0	52.0		100.0																
E6	#			2	1	1	4	0.0	69.0	19.0	NO	19.0 *	NO								YES	72.5% *	YES
	%			50.0	25.0	25.0	100.0																
E7 and E8	# 5				3		8	31.1	7.1	5.7	31.1	7.1 *	NO								0.0%	0.0% *	YES
	% 62.5				37.5		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017            80.4 percent  
 Level of Goal Attainment for 2018            85.1 percent  
 Level of Goal Attainment for 2019            80.2 percent



# Orangeburg-Calhoun Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	1			1	1	3				3.9	21.7	7.7								0.0%*	YES	YES
	%	33.3			33.3	33.3	100.0				3.9	NO	NO										
T3 and T4	#	17	6		33	14	71				4.1	28.5	15.9	3			5	2		10	YES	YES	YES
	%	23.9	8.5		46.5	19.7	100.0				4.1	NO	NO	30.0			50.0	20.0		100.0	YES	YES	YES
T5 and E2	#	3	1		18	9	31				11.9	24.1	33.5					3		3	26.9%	YES	86.6%
	%	9.7	3.2		58.1	29.0	100.0				11.9	NO	4.5				100.0		100.0	100.0			
E3, E4 and E5	#	3	3		10	4	20				7.0	25.2	23.5	1	1		1			3	YES	YES	*
	%	15.0	15.0		50.0	20.0	100.0				7.0	NO	3.5	33.3	33.3		33.3			100.0	YES	YES	85.1%
E6	#				9	5	14				0.1	52.6	19.9				2			2	0.0%*	YES	YES
	%				64.3	35.7	100.0				0.1	NO	NO				100.0			100.0			
E7 and E8	#	8	8		2	1	19				38.2	4.6	12.2	2	2			1		5	YES	YES	43.4%
	%	42.1	42.1		10.5	5.3	100.0				38.2	NO	6.9	40.0	40.0			20.0		100.0	YES	YES	
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017            96.0 percent  
Level of Goal Attainment for 2018            91.1 percent  
Level of Goal Attainment for 2019            90.1 percent

## Piedmont Technical College

President: Dr. Ray L. Brooks  
EEO Officer: Alesia L. Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4			3	1		8	5.2	34.7	10.8	5.2*	NO	NO				1			1	0.0%*	YES	YES
	% 50.0			37.5	12.5		100.0										100.0			100.0			
T3 and T4	# 43	7	3	53	11	1	118	3.2	34.7	5.5	NO	NO	NO	9		1	4	3	1	18	YES	YES	YES
	% 36.4	5.9	2.5	44.9	9.3	0.8	100.0							50.0		5.6	22.2	16.7	5.6	100.0			
T5 and E2	# 20	3		39	16	7	85	7.4	33.7	15.4	3.9	NO	NO	1		1	8	6		16	47.3%	YES	YES
	% 23.5	3.5		45.9	18.8	8.2	100.0							6.3		6.3	50.0	37.5		100.0			
E3, E4 and E5	# 8	1		12			21	2.0	41.9	8.3	NO	NO	8.3	2						2	YES	YES	0.0%
	% 38.1	4.8		57.1			100.0							100.0						100.0			
E6	# 1	2		16	11		30	0.6	64.0	17.2	NO	10.7	NO		1		2	2		5	YES	83.3%	YES
	% 3.3	6.7		53.3	36.7		100.0								20.0		40.0	40.0		100.0			
E7	# 9						9	7.3	8.1	0.0	7.3*	8.1*	NO	1						1	0.0%*	0.0%*	YES
	% 100.0						100.0							100.0						100.0			
E8	# 2	1			1		4	20.8	4.8	1.4	NO	4.8*	NO	1						1	YES	0.0%*	YES
	% 50.0	25.0			25.0		100.0							100.0						100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    94.0 percent  
Level of Goal Attainment for 2018                    92.9 percent  
Level of Goal Attainment for 2019                    95.7 percent

# Spartanburg Community College

Agency Director: Henry C. Giles, Jr.

EEO Officer: Olin R. Teal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1,T2 and E1	# 9	3		8	2		22	4.2	36.5	7.7	NO	0.1 *	NO	1	1		2	1		5	YES	99.7% *	YES
	% 40.9	13.6		36.4	9.1		100.0							20.0	20.0		40.0	20.0		100.0			
T3 and T4	# 47	4	2	60	8	3	124	4.6	34.0	3.2	1.4	NO	NO	3			6	1		10	69.6%	YES	YES
	% 37.9	3.2	1.6	48.4	6.5	2.4	100.0							30.0			60.0	10.0		100.0			
T5 and E2	# 14	4		37	11	1	67	4.5	46.1	8.9	NO	NO	NO	4	2		13	2		21	YES	YES	YES
	% 20.9	6.0		55.2	16.4	1.5	100.0							19.0	9.5		61.9	9.5		100.0			
E3, E5 and E6	# 14	1	1	37	14	1	68	1.3	56.3	9.5	NO	1.9	NO	1			2	1		4	YES	96.6%	YES
	% 20.6	1.5	1.5	54.4	20.6	1.5	100.0							25.0			50.0	25.0		100.0			
E4, E7 and E8	# 23	4	1	4			32	9.5	8.2	3.4	NO	NO	3.4	7	1		1			9	YES	YES	0.0%
	% 71.9	12.5	3.1	12.5			100.0							77.8	11.1		11.1			100.0			
	#																						
	%						100.0													100.0			
	#																						
	%						100.0													100.0			
	#																						
	%						100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2017                      93.2 percent  
 Level of Goal Attainment for 2018                      89.5 percent  
 Level of Goal Attainment for 2019                      91.1 percent

# Tri-County Technical College

President: Dr. Galen DeHay  
EEO Officer: Marcia Leake

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	8			4	1	13				3.7	30.8	6.6	1						1	0.0%	YES	YES
	%	61.5			30.8	7.7	100.0				3.7	0.0	NO	100.0						100.0			
T3	#	20	2	2	29	2	1	56						2		1				3	YES	YES	81.8%
	%	35.7	3.6	3.6	51.8	3.6	1.8	100.0	3.0	35.3	4.4	NO	NO	66.7		33.3				100.0			
T4	#	35	1	2	48	2	5	93						4			5		1	10	31.4%	YES	42.3%
	%	37.6	1.1	2.2	51.6	2.2	5.4	100.0	3.5	32.9	5.2	2.4	NO	40.0			50.0		10.0	100.0			
T5 and E2	#	31	4	1	73	12		121						13		19	3			35	55.9%	YES	81.8%
	%	25.6	3.3	0.8	60.3	9.9		100.0	5.9	37.1	12.1	2.6	NO	37.1		54.3	8.6			100.0			
E3 and E5	#	9			17	5	1	32						1			3	2		6	0.0%	YES	YES
	%	28.1			53.1	15.6	3.1	100.0	4.5	42.2	7.7	4.5	NO	16.7			50.0	33.3		100.0			
E6	#				20	6	1	27									3			3	0.0%	YES	YES
	%				74.1	22.2	3.7	100.0	0.3	71.9	10.3	0.3	NO				100.0			100.0			
E4, E7 and E8	#	14			5	2		21						3			1			4	0.0%	YES	YES
	%	66.7			23.8	9.5		100.0	9.3	15.3	3.7	9.3	NO	75.0			25.0			100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      80.8 percent  
Level of Goal Attainment for 2018                      83.2 percent  
Level of Goal Attainment for 2019                      78.6 percent

## Trident Technical College

Agency Director: Dr. Mary Thornley  
EEO Officer: Devetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2 and E1	#	7	2		6	4	1	20						1	1		1			3				
	%	35.0	10.0		30.0	20.0	5.0	100.0	4.9	32.2	9.0	NO	2.2 *	NO	33.3	33.3		33.3		100.0	YES	93.2%	YES	
T3 and T4	#	90	12	6	117	23	10	258						5	4		14	4	2	29				
	%	34.9	4.7	2.3	45.3	8.9	3.9	100.0	3.5	33.8	4.7	NO	NO	NO	17.2	13.8		48.3	13.8	6.9	100.0	YES	YES	YES
T5 and E2	#	44	22	7	70	55	7	205						5	3		10	9	1	28				
	%	21.5	10.7	3.4	34.1	26.8	3.4	100.0	7.4	34.0	18.6	NO	NO	NO	17.9	10.7		35.7	32.1	3.6	100.0	YES	YES	YES
E3, E5 and E6	#	22	8	2	51	28	6	117						5	1	2	11	4	1	24				
	%	18.8	6.8	1.7	43.6	23.9	5.1	100.0	5.2	47.6	14.2	NO	4.0	NO	20.8	4.2	8.3	45.8	16.7	4.2	100.0	YES	91.6%	YES
E4	#	6	5	2	2	1	1	17						5	3		1	1		10				
	%	35.3	29.4	11.8	11.8	5.9	5.9	100.0	12.3	8.4	3.5	NO	NO	NO	50.0	30.0		10.0	10.0		100.0	YES	YES	YES
E7 and E8	#	16	14	3	4	11	1	49						4	2	1		4	1	12				
	%	32.7	28.6	6.1	8.2	22.4	2.0	100.0	21.9	11.4	8.3	NO	3.2	NO	33.3	16.7	8.3		33.3	8.3	100.0	YES	71.9%	YES
	#																							
	%																							
	#																							
	%																							

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

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

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

Level of Goal Attainment for 2017                    99.2 percent  
Level of Goal Attainment for 2018                    97.8 percent  
Level of Goal Attainment for 2019                    97.6 percent

# Williamsburg Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 3	1		3	2		9	4.9	36.3	11.7	NO	3.0 *	NO	1						1	YES	91.8% *	YES
	% 33.3	11.1		33.3	22.2		100.0							100.0						100.0			
T3 and T4	# 5	5		8	4	1	23	3.9	30.2	7.4	NO	NO	NO	1	3		5	1		10	YES	YES	YES
	% 21.7	21.7		34.8	17.4	4.3	100.0							10.0	30.0		50.0	10.0		100.0			
E2	#			6	4		10	12.5	17.3	21.9	12.5	NO	NO				1	1		2	0.0%	YES	YES
	%			60.0	40.0		100.0										50.0	50.0		100.0			
E3, E5 and E6	# 1			8	7		16	6.9	16.6	51.0	6.9	NO	7.2	1			2	1		4	0.0%	YES	85.8%
	% 6.3			50.0	43.8		100.0							25.0			50.0	25.0		100.0			
E7 and E8	# 1	5					6	13.1	3.0	3.3	NO	3.0 *	3.3 *		2					2	YES	0.0% *	0.0% *
	% 16.7	83.3					100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
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\*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2017                      89.2 percent  
Level of Goal Attainment for 2018                      89.1 percent  
Level of Goal Attainment for 2019                      82.9 percent

# York Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability						
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
T1, T2 and E1	#	5		1	3	4		13				*					1			1	*						
	%	38.5		7.7	23.1	30.8		100.0	3.5	33.8	8.2	3.5	10.7	NO						100.0			100.0	0.0%	68.3%	YES	
T3 and T4	#	40	6	5	44	17	2	114	3.2	32.5	5.1	NO	NO	NO	7	1	1	11	3				23	YES	YES	YES	
	%	35.1	5.3	4.4	38.6	14.9	1.8	100.0							30.4	4.3	4.3	47.8	13.0				100.0	YES	YES	YES	
T5 and E2	#	8	8	2	29	21	1	69	5.4	38.6	14.6	NO	NO	NO	2	1		1	2				6	YES	YES	YES	
	%	11.6	11.6	2.9	42.0	30.4	1.4	100.0							33.3	16.7		16.7	33.3				100.0	YES	YES	YES	
E3 and E5	#	5		1	9	10		25	3.2	47.9	14.0	*			1			1	1				3	*			
	%	20.0		4.0	36.0	40.0		100.0				3.2	11.9	NO	33.3			33.3	33.3				100.0	0.0%	75.2%	YES	
E6	#		1		7	10		18	4.8	47.3	16.6	NO	8.4	NO				2	2				4	YES	82.2%	YES	
	%		5.6		38.9	55.6		100.0										50.0	50.0				100.0	YES	82.2%	YES	
E4, E7 and E8	#	19	9		2	10		40	14.2	10.0	9.1	NO	5.0	NO	1	2		1	3				7	YES	50.0%	YES	
	%	47.5	22.5		5.0	25.0		100.0							14.3	28.6		14.3	42.9				100.0	YES	50.0%	YES	
	#																										
	%																										
	#																										
	%																										

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**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
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***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

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

Level of Goal Attainment for 2017                      93.8 percent  
Level of Goal Attainment for 2018                      87.9 percent  
Level of Goal Attainment for 2019                      92.2 percent

## Department of Transportation

Agency Director: Christy A. Hall  
EEO Officer: Cynthia M. Johnson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	21	4		4			29						2						2	YES	68.3%	0.0%	
	%	72.4	13.8		13.8			100.0	7.9	20.2	11.3	NO	6.4	11.3	100.0					100.0				
E2	#	168	41	5	163	108	11	496	5.5	35.8	13.5	NO	2.9	NO	19	12	2	19	12	3	67	YES	91.9%	YES
	%	33.9	8.3	1.0	32.9	21.8	2.2	100.0							28.4	17.9	3.0	28.4	17.9	4.5	100.0			
E2A	#	540	77	43	91	31	15	797	8.9	11.1	2.4	NO	NO	NO	93	18	7	17	7	4	146	YES	YES	YES
	%	67.8	9.7	5.4	11.4	3.9	1.9	100.0							63.7	12.3	4.8	11.6	4.8	2.7	100.0			
E3, E4 and E5	#	54	10	6	114	48	6	238	4.1	50.4	18.4	NO	2.5	NO	12	5		11	2		30	YES	95.0%	YES
	%	22.7	4.2	2.5	47.9	20.2	2.5	100.0							40.0	16.7		36.7	6.7		100.0			
E3A	#	285	49	19	62	14	1	430	17.2	9.8	3.3	5.8	NO	NO	76	21	3	15	5	1	121	66.3%	YES	YES
	%	66.3	11.4	4.4	14.4	3.3	0.2	100.0							62.8	17.4	2.5	12.4	4.1	0.8	100.0			
E6	#	2	4		41	19	1	67	1.7	66.5	17.5	NO	5.3	NO	1	2		4	5	1	13	YES	92.0%	YES
	%	3.0	6.0		61.2	28.4	1.5	100.0							7.7	15.4		30.8	38.5	7.7	100.0			
E7	#	1645	964	57	69	111	7	2853	36.1	2.0	3.1	2.3	NO	NO	451	308	6	17	43	2	827	93.6%	YES	YES
	%	57.7	33.8	2.0	2.4	3.9	0.2	100.0							54.5	37.2	0.7	2.1	5.2	0.2	100.0			
E8	#	16	12	1	44	18	1	92	19.2	27.2	14.2	6.2	NO	NO	6	6		7	5		24	67.7%	YES	YES
	%	17.4	13.0	1.1	47.8	19.6	1.1	100.0							25.0	25.0		29.2	20.8		100.0			
	#																							
	%																							

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

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

Level of Goal Attainment for 2017                      84.5 percent  
Level of Goal Attainment for 2018                      84.0 percent  
Level of Goal Attainment for 2019                      90.6 percent



## South Carolina State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6			5	1	1	13				*								2	*		
	%	46.2			38.5	7.7	7.7	100.0	3.1	32.5	7.2	3.1	NO	NO	50.0			50.0		100.0	0.0%	YES	YES
E2	#	18	2	1	17	10		48				*								20	*		
	%	37.5	4.2	2.1	35.4	20.8		100.0	4.3	38.7	12.3	0.1	3.3	NO	55.0	5.0	5.0	25.0	10.0	100.0	97.7%	91.5%	YES
E3	#	2	1	1	2	2		8												2			
	%	25.0	12.5	12.5	25.0	25.0		100.0	9.5	18.2	9.8	NO	NO	NO	50.0		50.0			100.0	YES	YES	YES
E6	#	1	1		3			5					*							1			*
	%	20.0	20.0		60.0			100.0	6.3	47.2	9.1	NO	NO	9.1				100.0		100.0	YES	YES	0.0%
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                      82.4 percent  
 Level of Goal Attainment for 2018                      89.9 percent  
 Level of Goal Attainment for 2019                      99.2 percent

## University of South Carolina (Page 1 of 4)

Agency Director: Harris Pastides

EEO Officer: Clifford Scott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C122	#	16	1	1	6			24	3.9	37.8	6.9	NO	12.8	6.9	1						1	YES	66.1%	0.0%
	%	66.7	4.2	4.2	25.0			100.0							100.0						100.0			
C223	#	48	1	10	27	6	2	94	3.6	42.0	8.3						1			1	30.6%	68.3%	77.1%	
	%	51.1	1.1	10.6	28.7	6.4	2.1	100.0				2.5	13.3	1.9			100.0			100.0				
C328	#	234	2	48	91	12	13	400	2.5	32.5	3.1			*	14	1	6	9	2	2	34	20.0%	70.2%	96.8%
	%	58.5	0.5	12.0	22.8	3.0	3.3	100.0				2.0	9.7	0.1	41.2	2.9	17.6	26.5	5.9	5.9	100.0			
C428	#	162	17	49	135	13	32	408	2.5	32.6	3.1	NO	NO	NO	2			1		1	4	YES	YES	YES
	%	39.7	4.2	12.0	33.1	3.2	7.8	100.0							50.0			25.0		25.0	100.0			
C528	#	95	5	49	90	11	41	291	2.5	32.6	3.1	0.8	1.7	NO	6		2	2		1	11	68.0%	94.8%	YES
	%	32.6	1.7	16.8	30.9	3.8	14.1	100.0							54.5		18.2	18.2		9.1	100.0			
C629	#	74	4	4	84	6	16	188	2.5	32.6	3.1	0.4	NO	NO			1				1	84.0%	YES	YES
	%	39.4	2.1	2.1	44.7	3.2	8.5	100.0									100.0				100.0			
C729	#	15	1		13		1	30	2.5	32.4	3.1	NO	NO	3.1				1			1	YES	YES	0.0%
	%	50.0	3.3		43.3		3.3	100.0										100.0			100.0			
C826	#	21	1	2	45		3	72	0.8	63.1	4.5	NO	0.6	4.5			1	1			2	YES	99.0%	0.0%
	%	29.2	1.4	2.8	62.5		4.2	100.0									50.0	50.0			100.0			
C829	#	157	7	20	155	23	21	383	2.4	33.9	3.1	0.6	NO	NO	4	1		8	2	1	16	75.0%	YES	YES
	%	41.0	1.8	5.2	40.5	6.0	5.5	100.0							25.0	6.3		50.0	12.5	6.3	100.0			

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

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

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

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

Level of Goal Attainment for 2017                      84.4 percent  
 Level of Goal Attainment for 2018                      84.6 percent  
 Level of Goal Attainment for 2019                      84.3 percent

## University of South Carolina (Page 2 of 4)

Agency Director: Harris Pastides

EEO Officer: Clifford Scott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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	
C927	#	97	28	5	40	10	2	182	6.6	26.2	1.7	NO	4.2	NO	3		3			6	YES	84.0%	YES	
	%	53.3	15.4	2.7	22.0	5.5	1.1	100.0							50.0		50.0			100.0				
C930	#	54	4	6	59	15	2	140	3.9	24.6	3.7	1.0	NO	NO	4		5	1		10	74.4%	YES	YES	
	%	38.6	2.9	4.3	42.1	10.7	1.4	100.0							40.0		50.0	10.0		100.0				
E202	#	115	16	1	184	45	5	366	8.0	34.5	16.3	3.6	NO	4.0	9	2	13	1	1	26	55.0%	YES	75.5%	
	%	31.4	4.4	0.3	50.3	12.3	1.4	100.0							34.6	7.7	50.0	3.8	3.8	100.0				
E203	#	174	33	9	300	90	9	615	4.8	39.8	13.3	NO	NO	NO	10	1	1	27	9	3	51	YES	YES	YES
	%	28.3	5.4	1.5	48.8	14.6	1.5	100.0							19.6	2.0	2.0	52.9	17.6	5.9	100.0			
E204	#	29	7		16	8	1	61	4.2	42.7	10.7	NO	16.5	NO			3	1	1	5	YES	61.4%	YES	
	%	47.5	11.5		26.2	13.1	1.6	100.0									60.0	20.0	20.0	100.0				
E205	#	50	8	4	212	100	12	386	6.0	42.4	19.0	3.9	NO	NO	8		2	21	11	1	43	35.0%	YES	YES
	%	13.0	2.1	1.0	54.9	25.9	3.1	100.0							18.6		4.7	48.8	25.6	2.3	100.0			
E206	#	130	35	11	341	128	19	664	9.8	27.6	20.0	4.5	NO	0.7	13	5	5	31	12	8	74	54.1%	YES	96.5%
	%	19.6	5.3	1.7	51.4	19.3	2.9	100.0							17.6	6.8	6.8	41.9	16.2	10.8	100.0			
E307	#	55	14	5	13	2	3	92	11.1	19.2	12.2	NO	5.1	10.0	2	2				4	YES	73.4%	18.0%	
	%	59.8	15.2	5.4	14.1	2.2	3.3	100.0							50.0	50.0				100.0				
E308	#	66	11	7	51	24	3	162	7.7	26.1	12.3	0.9	NO	NO	5		2	2	1	10	88.3%	YES	YES	
	%	40.7	6.8	4.3	31.5	14.8	1.9	100.0							50.0		20.0	20.0	10.0	100.0				

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

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

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

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

Level of Goal Attainment for 2017                      84.4 percent  
 Level of Goal Attainment for 2018                      84.6 percent  
 Level of Goal Attainment for 2019                      84.3 percent

## University of South Carolina (Page 3 of 4)

Agency Director: Harris Pastides

EEO Officer: Clifford Scott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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	
E309	#	63	10	6	18	10		107	7.8	20.3	7.8	NO	3.5	NO	3	1					4	YES	82.8%	YES
	%	58.9	9.3	5.6	16.8	9.3		100.0							75.0	25.0					100.0			
E410	#	51	18	7	12	5	1	94	11.0	9.9	5.3	NO	NO	0.0	18	4		4	4	2	32	YES	YES	YES
	%	54.3	19.1	7.4	12.8	5.3	1.1	100.0							56.3	12.5		12.5	12.5	6.3	100.0			
E511	#	26	9	4	192	64	7	302	1.0	60.1	23.1	NO	NO	1.9	4		2	18	12	2	38	YES	YES	91.8%
	%	8.6	3.0	1.3	63.6	21.2	2.3	100.0							10.5		5.3	47.4	31.6	5.3	100.0			
E512	#	9	3		25	6	3	46	7.3	49.8	19.9	0.8*	NO	6.9	2	1	1	5			9	89.0%*	YES	65.3%
	%	19.6	6.5		54.3	13.0	6.5	100.0							22.2	11.1	11.1	55.6			100.0			
E613	#	9	2	1	1	3	2	18	43.9	14.1	7.7	32.8	8.5	NO	1						1	25.3%	39.7%	YES
	%	50.0	11.1	5.6	5.6	16.7	11.1	100.0							100.0						100.0			
E615	#	2	6	1	42	18	1	70	6.2	50.1	19.1	NO	NO	NO	2			8	1	1	12	YES	YES	YES
	%	2.9	8.6	1.4	60.0	25.7	1.4	100.0							16.7			66.7	8.3	8.3	100.0			
E616	#				1	2		3	2.9	48.1	15.0	2.9*	14.8*	NO								0.0%*	69.2%*	YES
	%				33.3	66.7		100.0																
E717	#	52	8	1	3			64	45.0	1.3	0.4	32.5	NO	0.4*	3	2					5	27.8%	YES	0.0%*
	%	81.3	12.5	1.6	4.7			100.0							60.0	40.0					100.0			
E718	#	120	41	5	6	1	1	174	45.2	3.6	0.2	21.6	0.2*	NO	12	2	1				15	52.2%*	94.4%*	YES
	%	69.0	23.6	2.9	3.4	0.6	0.6	100.0							80.0	13.3	6.7				100.0			

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

Level of Goal Attainment for 2017                      84.4 percent  
 Level of Goal Attainment for 2018                      84.6 percent  
 Level of Goal Attainment for 2019                      84.3 percent

## University of South Carolina (Page 4 of 4)

Agency Director: Harris Pastides

EEO Officer: Clifford Scott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							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
E819	# 28	20	1	5	12	1	67	26.0	12.1	1.1	NO	4.6	NO		1	2	1			4	YES	62.0%	YES
	% 41.8	29.9	1.5	7.5	17.9	1.5	100.0								25.0	50.0	25.0			100.0			
E820	# 37	42	4	13	58	6	160	28.4	3.0	0.6	2.1	NO	NO	5	1	3	3	5	2	19	92.6%	YES	YES
	% 23.1	26.3	2.5	8.1	36.3	3.8	100.0							26.3	5.3	15.8	15.8	26.3	10.5	100.0			
E821	# 2	2			4		8	26.1	4.5	2.2	1.1	*	4.5	NO							95.8%	*	YES
	% 25.0	25.0			50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
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Level of Goal Attainment for 2017                      84.4 percent  
 Level of Goal Attainment for 2018                      84.6 percent  
 Level of Goal Attainment for 2019                      84.3 percent

## Department of Vocational Rehabilitation

Agency Director: Felicia Johnson

EEO Officer: Kimberly Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5	2		4	3	14	8.3	33.9	25.4	NO	5.3	4.0				1			1	YES	84.4%	84.2%
	%	35.7	14.3		28.6	21.4	100.0										100.0			100.0			
E2	#	137	54		242	115	561	5.7	36.9	19.8	NO	NO	NO	6	1	1	18	17	4	47	YES	YES	YES
	%	24.4	9.6		43.1	20.5	100.0							12.8	2.1	2.1	38.3	36.2	8.5	100.0			
E3	#	23	4	1	14	12	56	7.3	27.2	15.9	0.2	2.2	NO	3			7	6		16	97.4%	92.0%	YES
	%	41.1	7.1	1.8	25.0	21.4	100.0							18.8			43.8	37.5		100.0			
E5	#	13	15		56	24	111	6.9	39.3	15.7	NO	NO	NO				2	1		3	YES	YES	YES
	%	11.7	13.5		50.5	21.6	100.0										66.7	33.3		100.0			
E6	#	1	2		42	33	83	2.0	52.0	17.9	NO	1.4	NO				7	5	2	14	YES	97.4%	YES
	%	1.2	2.4		50.6	39.8	100.0										50.0	35.7	14.3	100.0			
E8	#	16	3	1	4	6	30	25.3	5.2	9.5	15.3	NO	NO								39.6%	YES	YES
	%	53.3	10.0	3.3	13.3	20.0	100.0																
	#																						
	%																						
	#																						
	%																						

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

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

Level of Goal Attainment for 2017                    96.9 percent  
 Level of Goal Attainment for 2018                    91.7 percent  
 Level of Goal Attainment for 2019                    94.2 percent

## Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Theresa Trowell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			2			3	6.7	35.4	16.2	6.7 *	NO	16.2 *								0.0% *	YES	0.0% *
	% 33.3			66.7			100.0																
E2	# 19	26		9	14		68	8.9	35.5	20.3	NO	22.3	NO								YES	37.2%	YES
	% 27.9	38.2		13.2	20.6		100.0																
E3 and E5	# 4	1		4	2		11	5.2	42.7	12.9	NO	6.3 *	NO								YES	85.2% *	YES
	% 36.4	9.1		36.4	18.2		100.0																
E6	# 1						1	0.5	65.1	20.7	0.5 *	65.1 *	20.7 *								0.0% *	0.0% *	0.0% *
	% 100.0						100.0																
E7 and E8	# 4	2		2	4		12	20.5	10.5	11.6	3.8 *	NO	NO								81.5% *	YES	YES
	% 33.3	16.7		16.7	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
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***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

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

Level of Goal Attainment for 2017            80.9 percent  
 Level of Goal Attainment for 2018            78.0 percent  
 Level of Goal Attainment for 2019            90.4 percent

## Winthrop University (Page 1 of 2)

President: Dr. Daniel Mahony  
EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	#	20	1	3	18	4	1	47				*		2			3	2		7	*		
	%	42.6	2.1	6.4	38.3	8.5	2.1	100.0	3.4	37.1	6.3	1.3	NO	NO	28.6			42.9	28.6	100.0	61.8%	YES	YES
C3	#	30	1	2	22	1	3	59				*		2			1			3		*	
	%	50.8	1.7	3.4	37.3	1.7	5.1	100.0	6.3	38.0	3.8	4.6	0.7	2.1	66.7			33.3		100.0	27.0%	98.2%	44.7%
C4	#	30	4	1	29	4	4	72				*		5			3	1	1	10			*
	%	41.7	5.6	1.4	40.3	5.6	5.6	100.0	3.8	39.3	6.4	NO	NO	0.8	50.0			30.0	10.0	10.0	100.0	YES	YES
C5	#	30	4	5	49	13	6	107						7		1	6	6	1	21			
	%	28.0	3.7	4.7	45.8	12.1	5.6	100.0	2.3	36.4	3.2	NO	NO	NO	33.3		4.8	28.6	28.6	4.8	100.0	YES	YES
C6	#	10	1	2	24	3	1	41				*		3			1	1		5	*		*
	%	24.4	2.4	4.9	58.5	7.3	2.4	100.0	3.8	31.2	7.6	1.4	NO	0.3	60.0			20.0	20.0	100.0	63.2%	YES	96.1%
C8 and C9	#	29	6	1	33	8	6	83						4	2		6		2	14			
	%	34.9	7.2	1.2	39.8	9.6	7.2	100.0	5.9	30.9	3.7	NO	NO	NO	28.6	14.3		42.9		14.3	100.0	YES	YES
E1	#	4			10	2		16				*									*		
	%	25.0			62.5	12.5		100.0	4.3	39.6	9.6	4.3	NO	NO							0.0%	YES	YES
E2	#	31	6	1	95	27	6	166						5	2		15	6	1	29			
	%	18.7	3.6	0.6	57.2	16.3	3.6	100.0	4.9	45.3	9.5	1.3	NO	NO	17.2	6.9		51.7	20.7	3.4	100.0	73.5%	YES
E3	#	15	4	2	15	6		42						5	2	1	4	3		15			
	%	35.7	9.5	4.8	35.7	14.3		100.0	8.0	24.5	10.0	NO	NO	NO	33.3	13.3	6.7	26.7	20.0	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2017                    84.3 percent  
Level of Goal Attainment for 2018                    85.9 percent  
Level of Goal Attainment for 2019                    90.1 percent



## Winthrop University (Page 2 of 2)

President: Dr. Daniel Mahony

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 8	3	1	1			13	9.2	8.4	5.4	NO	0.7 *	5.4 *	5	3	1		1		10	YES	91.7% *	0.0% *
	% 61.5	23.1	7.7	7.7			100.0							50.0	30.0	10.0		10.0		100.0			
E5	# 1			16	2		19	0.7	64.2	15.4	0.7 *	NO	4.9 *				7	1		8	0.0% *	YES	68.2% *
	% 5.3			84.2	10.5		100.0										87.5	12.5		100.0			
E6	# 1			23	6	2	32	2.6	62.5	15.7	2.6 *	NO	NO				1		1	2	0.0% *	YES	YES
	% 3.1			71.9	18.8	6.3	100.0										50.0		50.0	100.0			
E7	# 30	3	1	3			37	11.1	4.1	1.8	3.0	NO	1.8 *	5						5	73.0%	YES	0.0% *
	% 81.1	8.1	2.7	8.1			100.0							100.0						100.0			
E8	# 21	8	1	8	41	4	83	16.1	10.9	12.4	6.5	1.3	NO	1	4		1	3		9	59.6%	88.1%	YES
	% 25.3	9.6	1.2	9.6	49.4	4.8	100.0							11.1	44.4		11.1	33.3		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
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***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

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

Level of Goal Attainment for 2017                      84.3 percent  
 Level of Goal Attainment for 2018                      85.9 percent  
 Level of Goal Attainment for 2019                      90.1 percent

# Workers' Compensation Commission

Agency Director: Gary Cannon

EEO Officer: Alexa Stuart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2019							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2018 - 9/30/2019							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1			4	1	6	3.4	32.3	6.1	3.4	NO	NO								0.0%	YES	YES
	%	16.7			66.7	16.7	100.0																
E2 and E3	#	6	2		19	6	33	4.6	41.2	13.0	NO	NO	NO				1	1		2	YES	YES	YES
	%	18.2	6.1		57.6	18.2	100.0										50.0	50.0		100.0			
E5 and E6	#				1	3	4	5.0	61.3	11.8	5.0	36.3	NO								0.0%	40.8%	YES
	%				25.0	75.0	100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2017                    97.8 percent  
 Level of Goal Attainment for 2018                    90.5 percent  
 Level of Goal Attainment for 2019                    91.5 percent

# **SECTION VII**

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