

THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN SOUTH CAROLINA STATE GOVERNMENT



ANNUAL REPORT TO THE GENERAL ASSEMBLY
FEBRUARY 1ST



2022

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

South Carolina Human Affairs Commission

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Memorandum

To: The Honorable Henry McMaster
Governor of South Carolina

The Honorable Thomas C. Alexander
President of the Senate

The Honorable Jay Lucas
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 February 1, 2022

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 1st each year. This report shall contain the total number of persons employed in each job group, by race and sex, at the end of the preceding reporting period; a breakdown by race and sex of those hired or promoted from within the agency during the reporting period; and an indication of whether affirmative action goals were achieved."

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

In keeping with these requirements, it is my pleasure to present to you the 2022 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 few years SCHAC has found very little change in the composition of the state's workforce. (See summary beginning on page 7).

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

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

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

Copy: Legislative Printing and Information Technology Resources

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SECTION I



Introduction

This report covers the period of October 1, 2020 through September 30, 2021 and is based primarily on the employment data collected by the Human Affairs Commission (SCHAC) from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts, as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

What is Affirmative Action?

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

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

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

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

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

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

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

Exempt Agencies:

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

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

Affirmative Action Plan Components

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

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

Each plan approved by SCHAC contains the following information:

Section A - Policy Statement

Section B - Responsibilities for Implementation

Section C - Policy Dissemination

Section D - Utilization and Availability Analyses

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

Section E - Goals

Section F - Identification of Problem Areas and Corrective Actions

Section G - Internal Audit and Reporting Systems

Section H - Affirmative Action Plan Support Documents

Job Group Analysis

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

Availability Analysis

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

Determining Underutilization

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

Goals

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

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

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

Please refer to pages 44-49 for more detailed explanations of the guidelines used for this report.

Agencies with Approved Affirmative Action Plans

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

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

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

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

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

Agencies Exempt from Affirmative Action Plan Requirements

Arts Commission, South Carolina

Housing, Finance and Development Authority, South Carolina

Report Summary

Report Highlights

Pay Bands Table and Chart

SECTION II



Report Summary

This report includes employment data by race, gender, and level of employment for 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 97.8 percent achieved at least a level of 70 percent of their goals, which includes two agencies reaching 100 percent. In addition, 46 agencies maintained or showed an increase in their goal achievement. Of those 46 agencies that maintained or showed an increase in their overall goal achievement, eleven agencies increased their achievement by 5 percent or more, and five increased it by more than 10 percent. The South Carolina Housing, Finance and Development Authority and the Arts Commission are currently exempt from reporting due to consistently achieving their goal attainment.

During the period covered in this report, the total number of state government employees was 65,958. 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 two agencies which achieved 100 percent of their goals: The Museum Commission and the Public Service Commission. 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. 38)

In this year's report, the number of State FTE employees decreased. The percentage of male FTE representation increased and the percentage of female FTE representation in the State Government workforce decreased during the reporting period.

During this reporting period, there were 65,958 people employed by the state government in FTE positions. Of those 41.5 percent were men and 58.5 percent were women. Approximately 29.9 percent were White Males; 32.1 percent were White Females; 9.8 percent were Black Males; 23.5 percent were Black Females; 2.5 percent were Other Females; and 2.2 percent Other Males.

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 but will use the recently released 2018 Census data for the next reporting cycle.
- During the previous reporting period of October 2019 to September 2020, approximately 68,631 FTE individuals were employed by state government. During the current reporting period, approximately 65,958 FTE individuals are employed by state government; a decrease of 2,673 in the total workforce.
- The Composition of State government's workforce saw a slight increase in the percentage of male representation. The percentage of White Male and Black Male representation in State government's workforce slightly increased from the prior year. The percentage of White Female and Black Female representation in State government declined. The percentage of individuals who identified as Other remained the same.
- State government has thirty-eight agencies achieving over 90 percent of their goals, with two agencies achieving 100 percent of their goals.
- Five agencies increased their level of goal attainment by more than ten percent from the previous year; Department on Aging; Medical University Hospital Authority; State Accident Fund; Francis Marion University; and Commission on Higher Education. Seven agencies increased their goal attainment by more than five percent: Office of Regulatory Staff; Department of Insurance; The Citadel; Forestry Commission; Public Service Commission; Governor's School for Agriculture at John de la Howe; and Criminal Justice Academy.
- Two agencies failed to achieve the benchmark of at least 70 percent of their goals: State Library and Department of Natural Resources.
- In Higher Education, males represented 43.6 percent (from 45.1 percent) and females represented 56.4 percent (from 54.9 percent) of the workforce. Black employees' representation in Higher Education increased slightly from the previous year. Black employees represent 19.4 percent (from 17.8 percent) of the workforce among State Colleges and Universities. Individuals who identify as Other increased by 0.1 percent. Black Females represent 12.9 percent in Higher Education compared to 39.9 percent of White Females.

State of South Carolina Pay Bands

SOURCE: SOUTH CAROLINA DEPARTMENT OF ADMINISTRATION (2022)

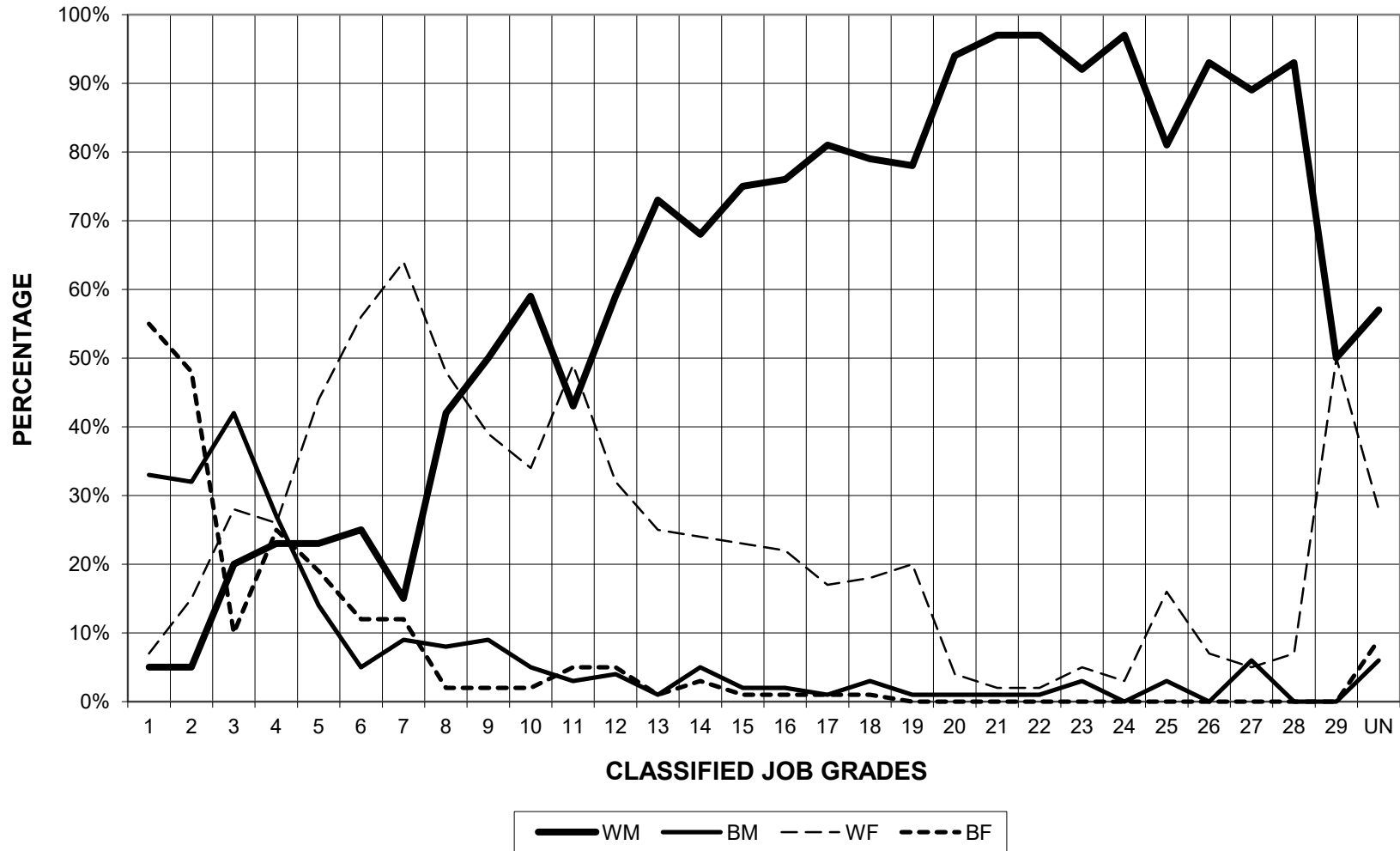
<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$15,080.00	\$22,025.00	\$28,970.00
02	\$19,057.00	\$27,159.00	\$35,262.00
03	\$23,190.00	\$33,051.00	\$42,912.00
04	\$28,215.00	\$40,209.00	\$52,203.00
05	\$34,331.00	\$48,927.00	\$63,524.00
06	\$41,777.00	\$59,537.00	\$77,298.00
07	\$50,833.00	\$72,440.00	\$94,048.00
08	\$61,852.00	\$88,144.00	\$114,437.00
09	\$75,256.00	\$107,247.00	\$139,238.00
10	\$91,568.00	\$130,490.00	\$169,413.00



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

March, 1972

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



Bar Graphs: Representation
by Gender and Race

Pie Charts: South Carolina
State EEO Categories and
Salaries

SECTION III

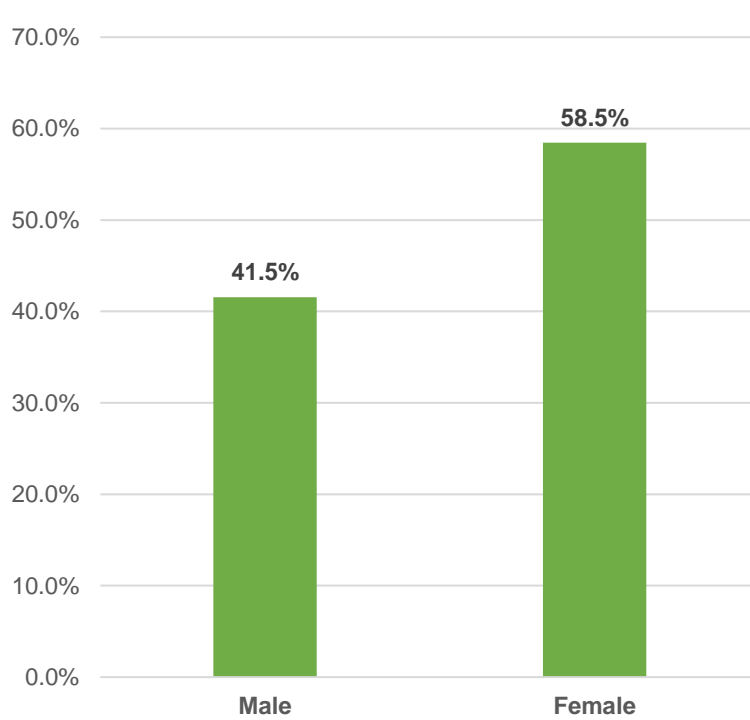


Representation by Gender

State Government Workforce

Chart A

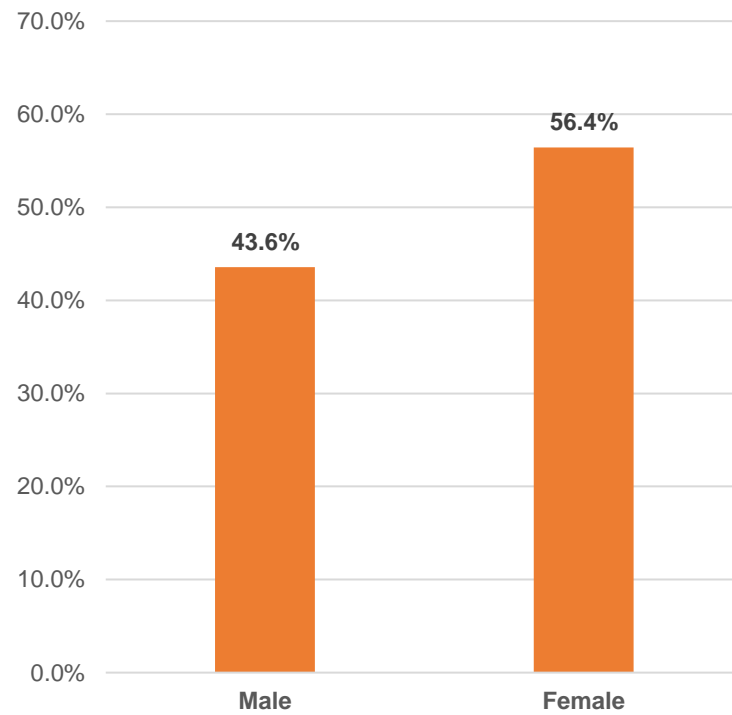
Percent Composition of State Government Workforce by Gender



Higher Education

Chart B

Percent Composition of Higher Education Workforce by Gender



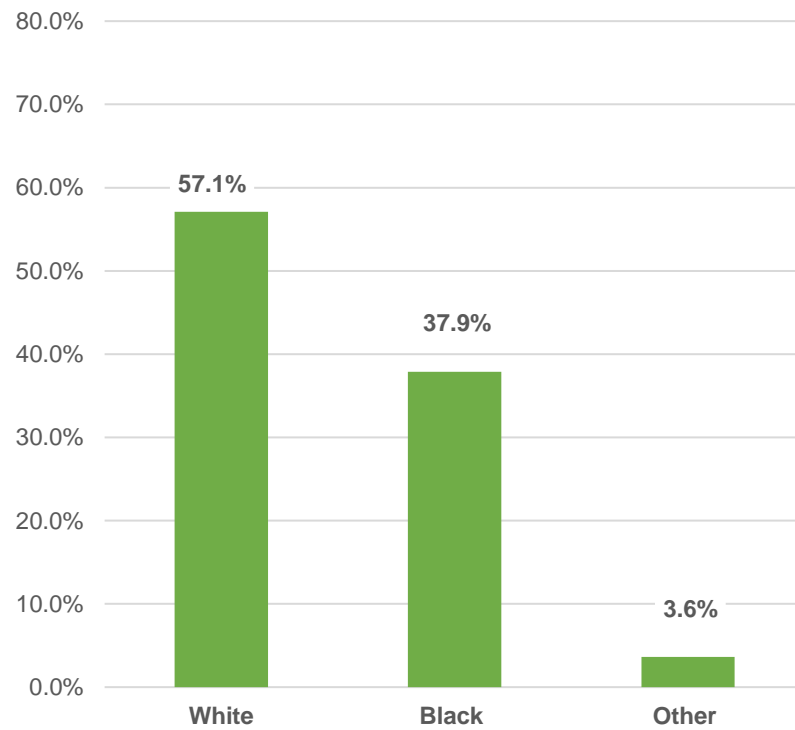
Note: Percentages may not add up to 100% due to rounding

Representation by Race

State Government Workforce

Chart A

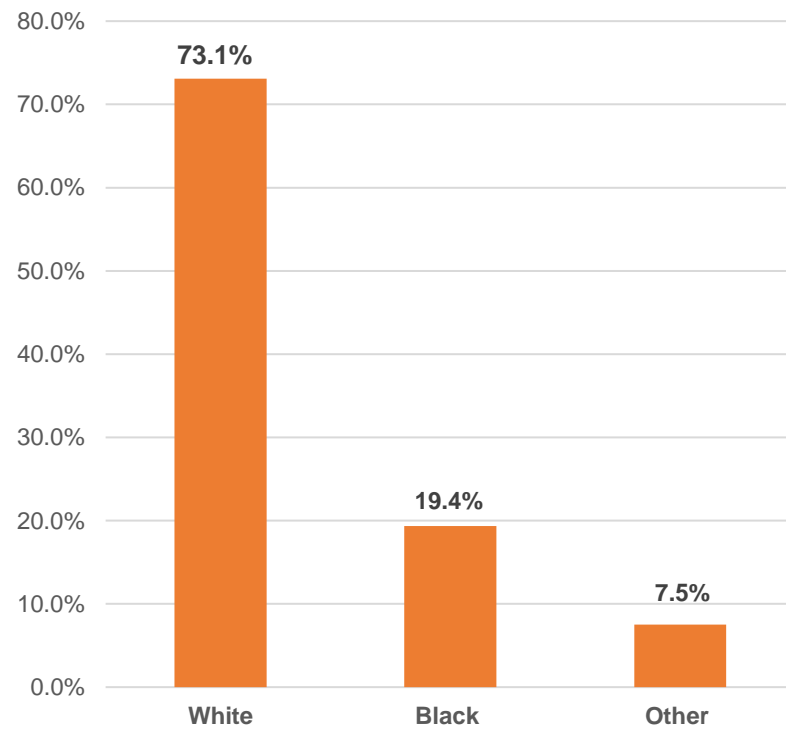
Percent Composition of State Government Workforce by Race



Higher Education

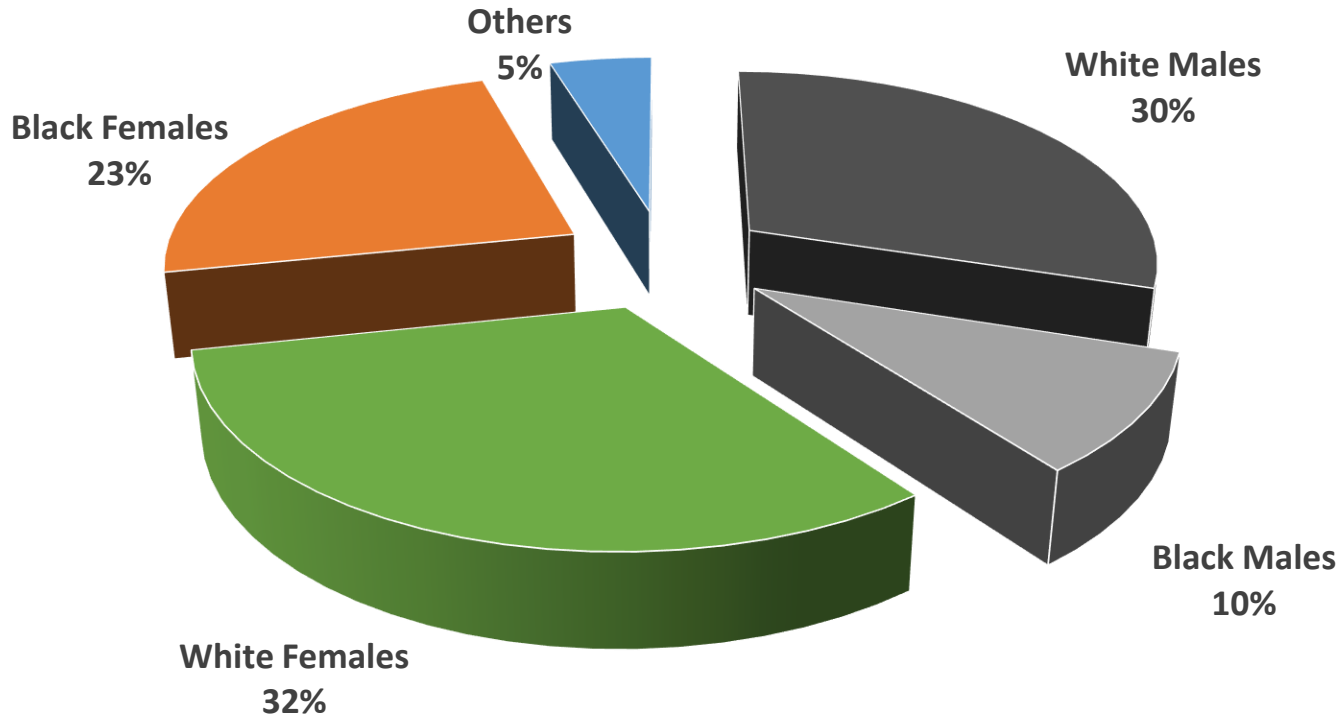
Chart B

Percent Composition of Higher Education By Race



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

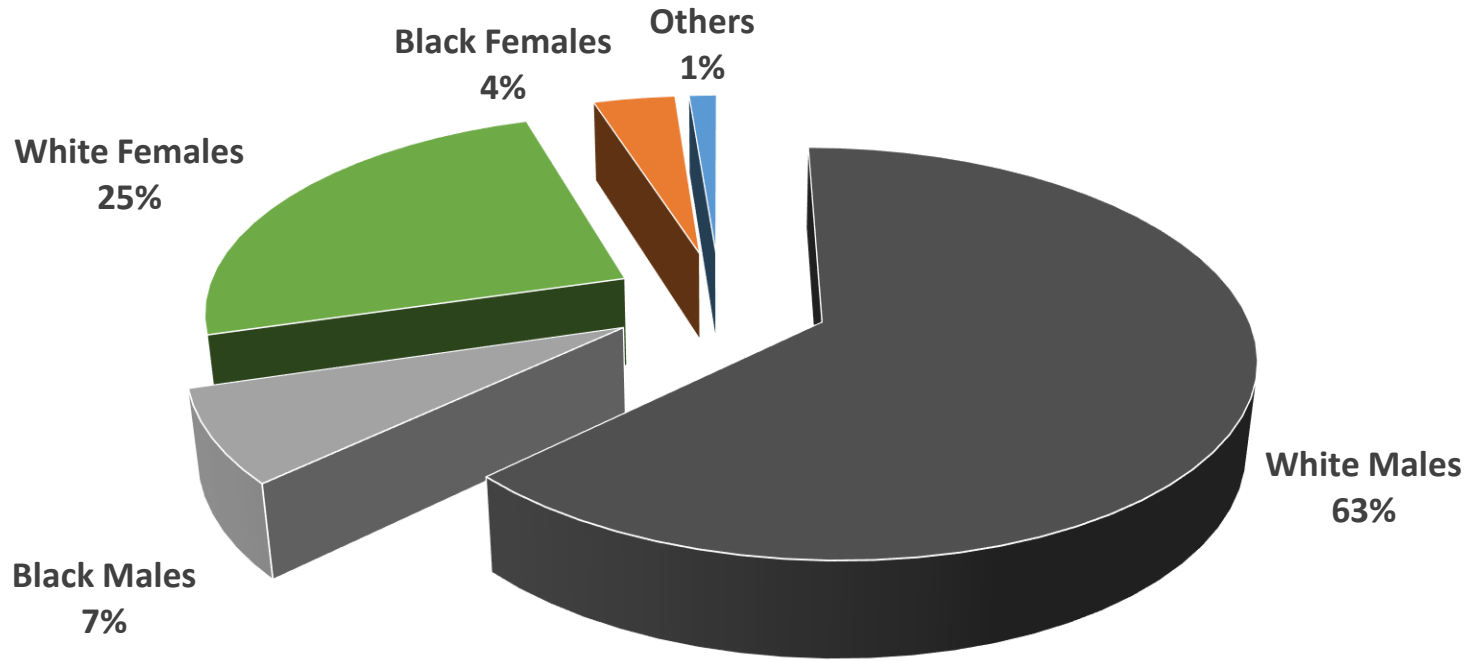
**Composition of State Government Workforce by Race and Sex
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	19,724	6,450	21,169	15,504	3,111	65,958
Average Salary	\$80,448.53	\$70,518.40	\$73,798.10	\$69,311.60	\$56,777.16	\$70,170.76

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

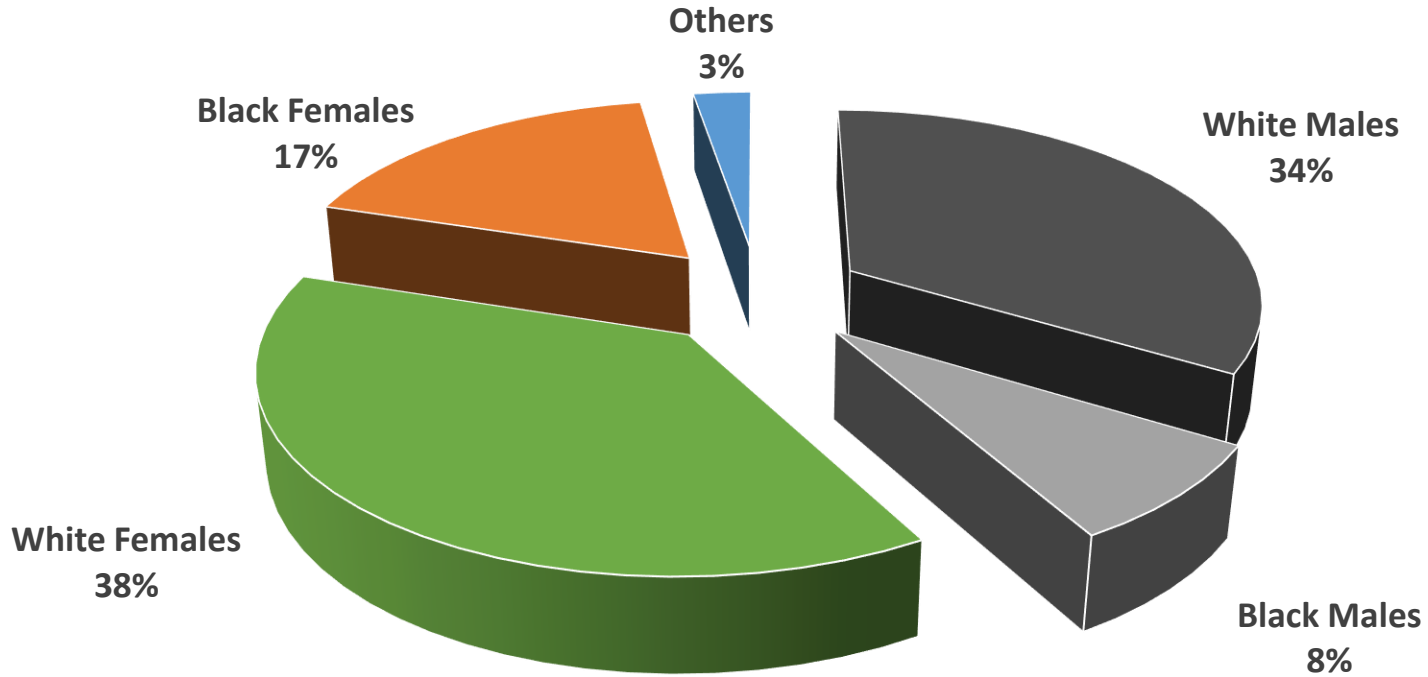
Composition of Agency Heads September 30, 2021



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	51	6	20	3	1	81
Average Salary	\$178,399.45	\$172,613.17	\$161,783.45	\$162,518.33	\$246,618.00	\$184,386.48

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

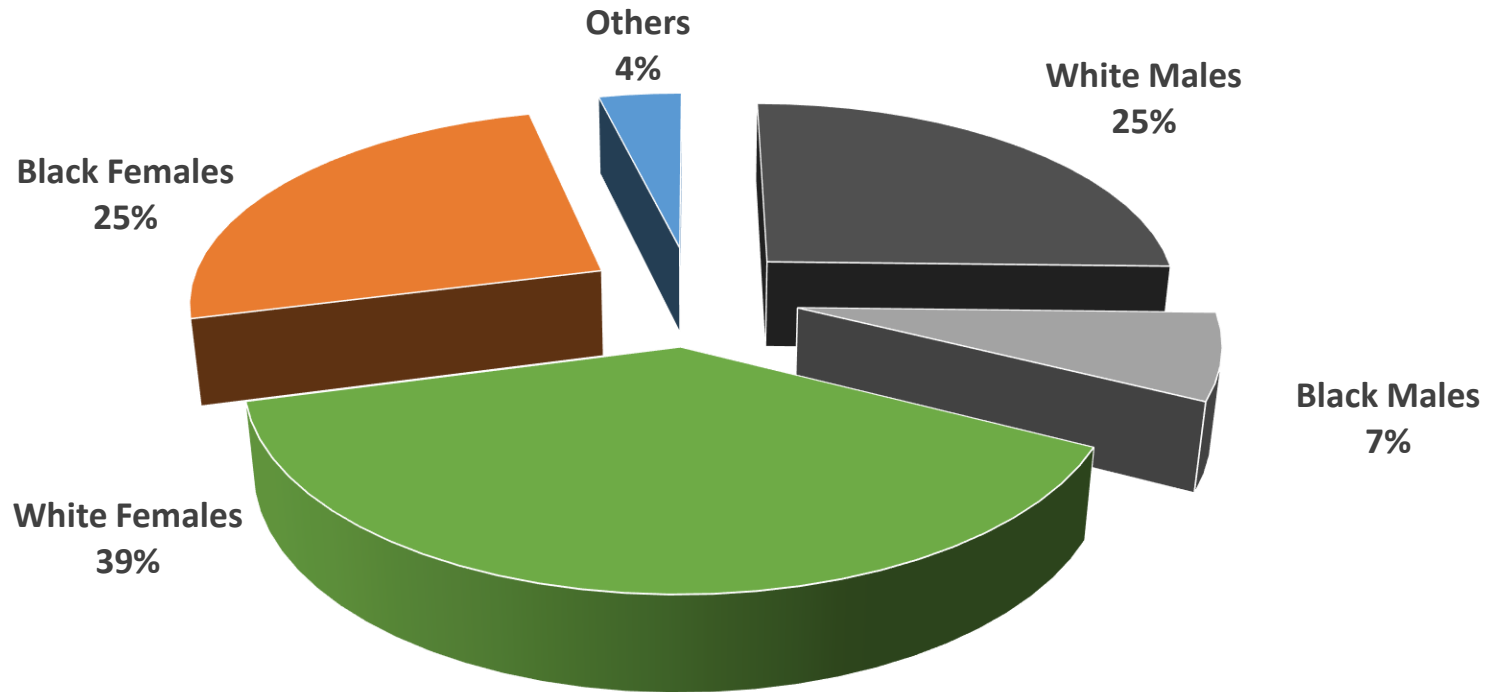
**Composition of E1: Executives
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,692	407	1,913	882	133	5,027
Average Salary	\$86,127	\$76,471	\$77,425	\$73,256	\$77,355	\$78,127

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

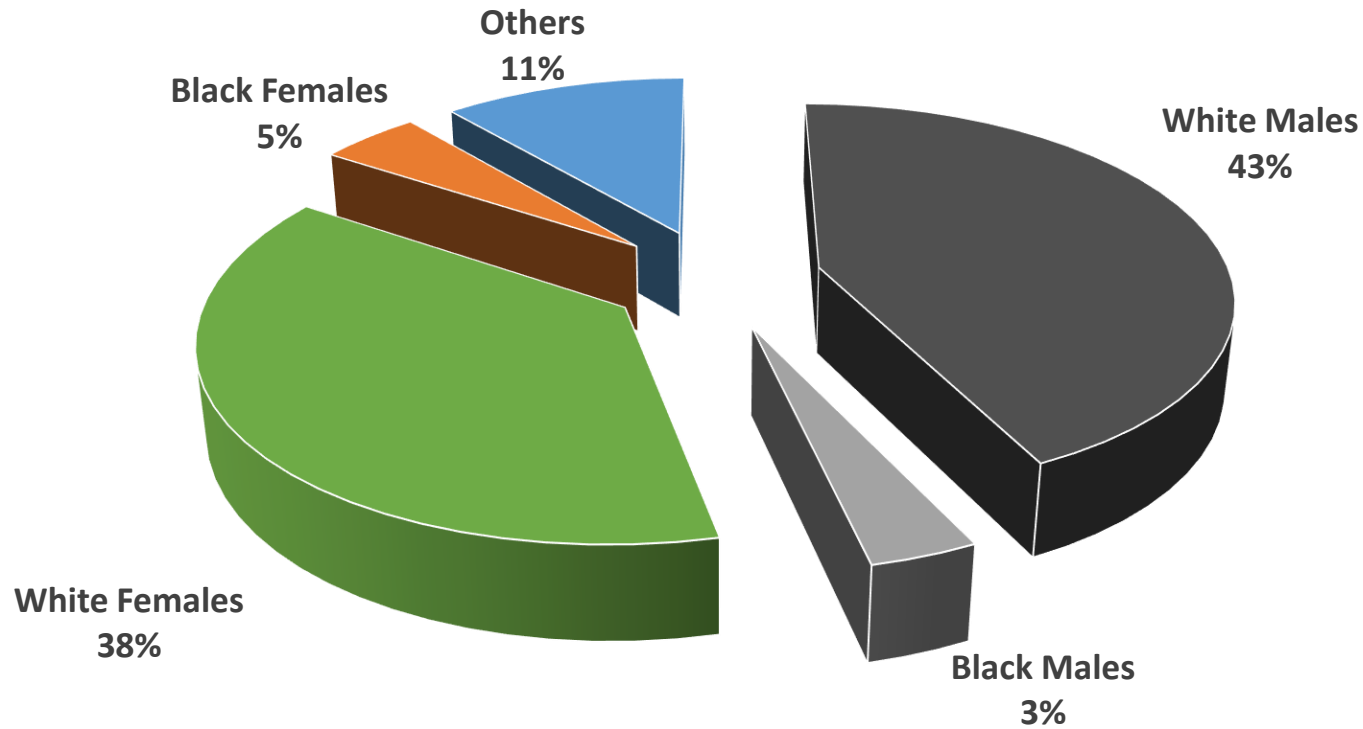
**Composition of E2: Professionals
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5,298	1,462	8,051	5,268	795	20,874
Average Salary	\$62,607	\$53,958	\$55,038	\$48,821	\$59,013	\$55,887

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

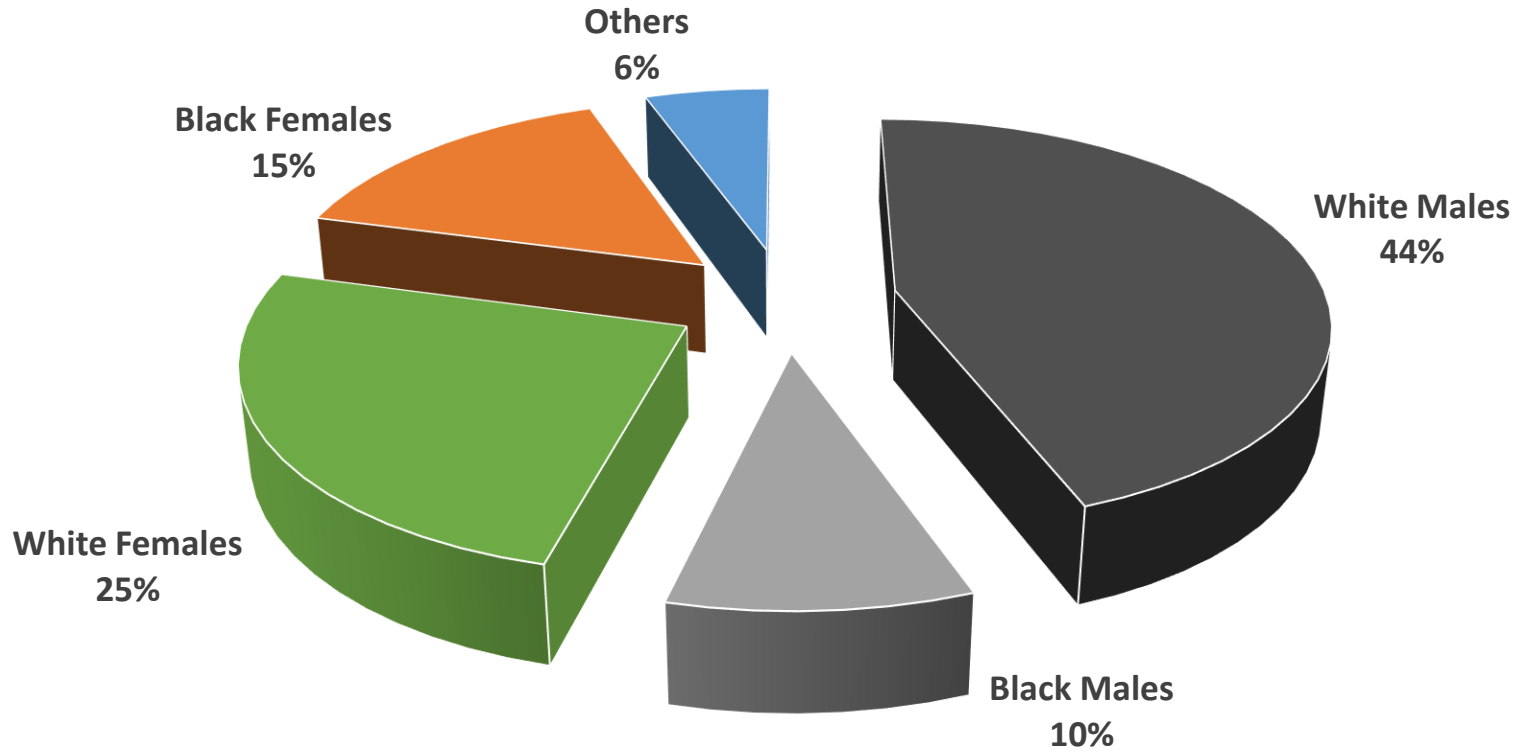
**Composition of C8: Other (Academic)
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	84	7	74	9	22	196
Average Salary	\$88,149	\$76,984	\$78,353	\$35,041	\$69,155	\$69,536

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

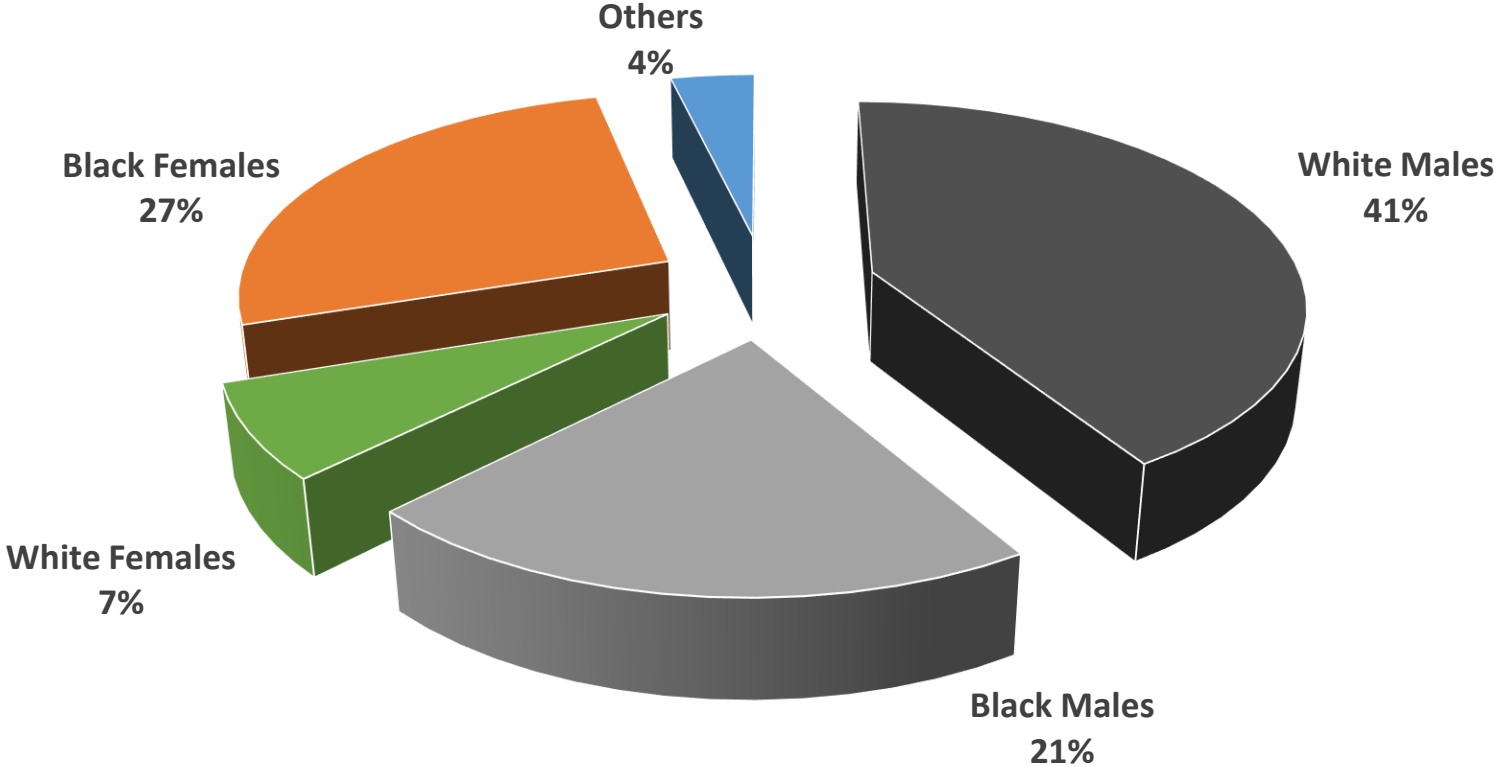
**Composition of E3: Technicians
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,043	222	594	360	129	2,348
Average Salary	\$46,473	\$42,863	\$44,406	\$40,684	\$47,330	\$44,351

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

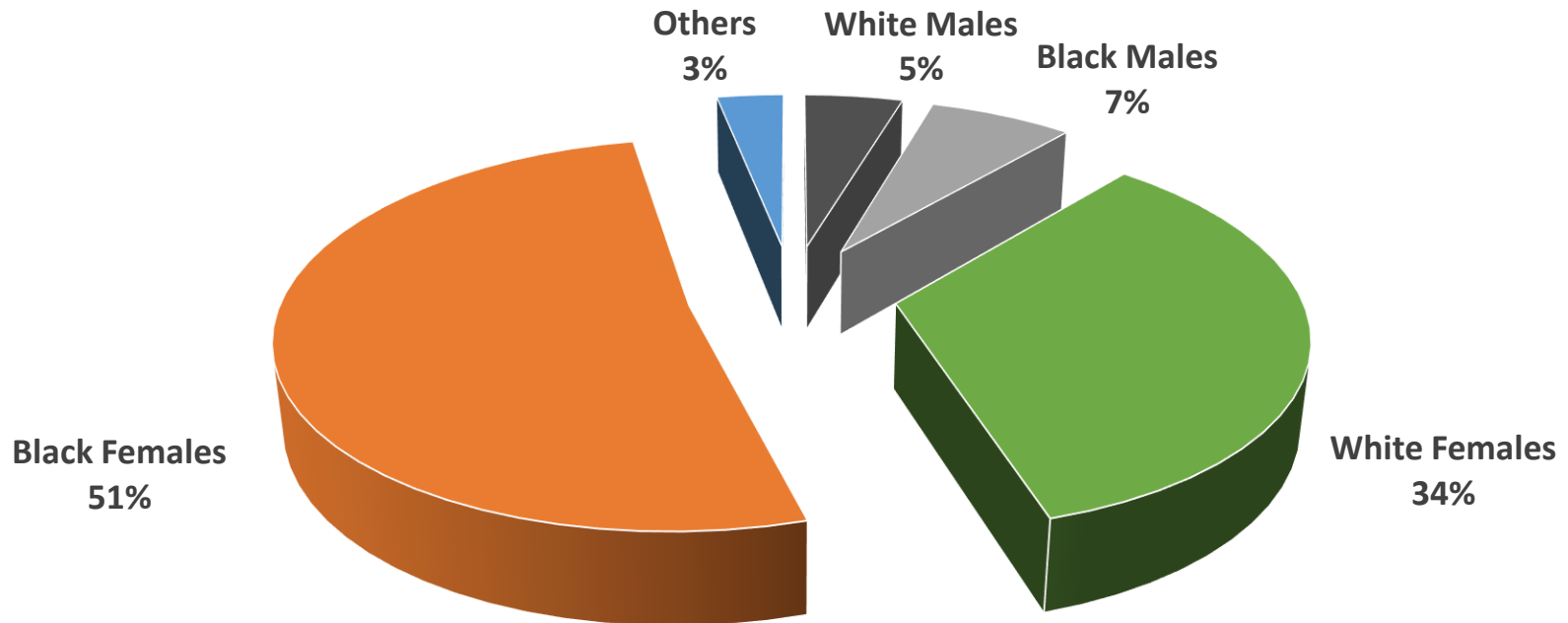
**Composition of E4: Protective Services
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,542	797	274	987	138	3,738
Average Salary	\$42,372	\$39,302	\$40,174	\$36,356	\$40,338	\$39,708

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

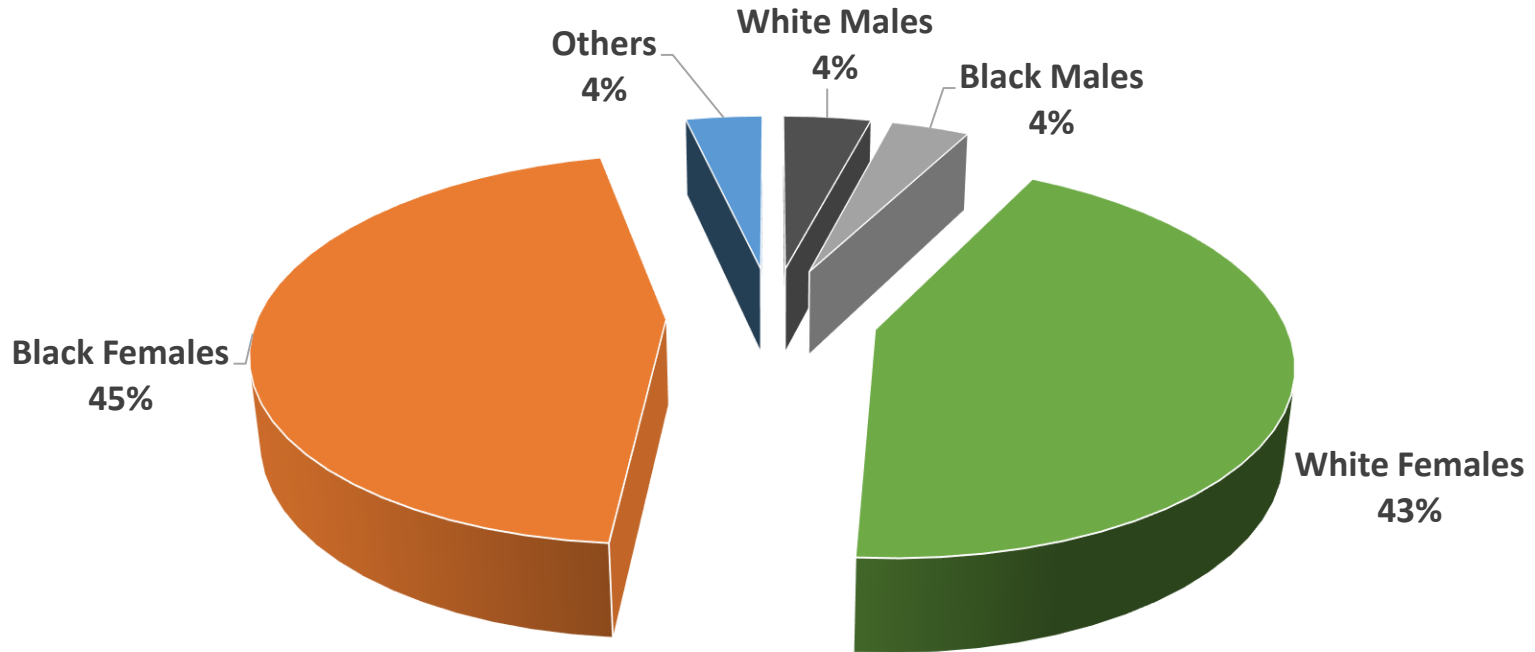
**Composition of State E5: Paraprofessionals
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	323	472	2,385	3,605	219	7,004
Average Salary	\$34,831	\$33,310	\$36,475	\$35,706	\$34,647	\$34,994

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

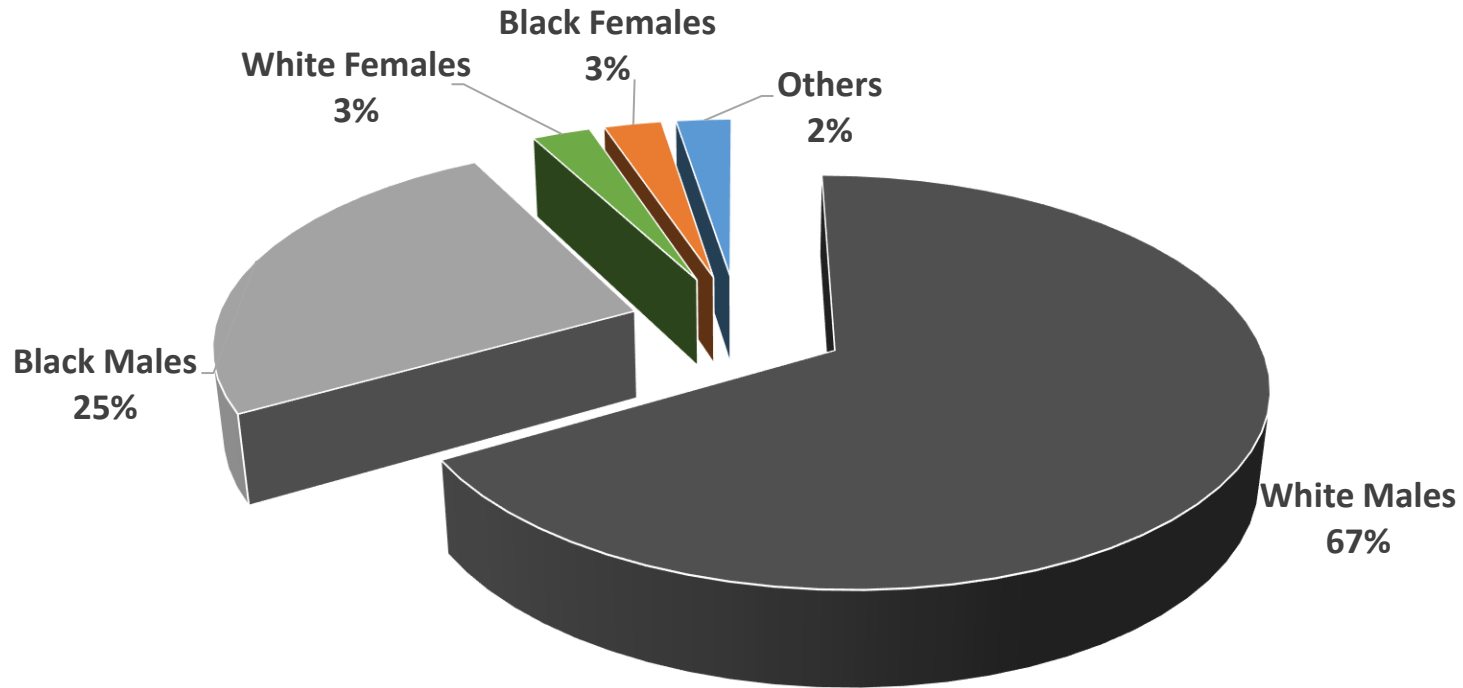
**Composition of E6: Secretarial/Clerical
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	104	93	1,108	1,150	91	2,546
Average Salary	\$30,613	\$30,163	\$30,774	\$30,002	\$30,018	\$30,314

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

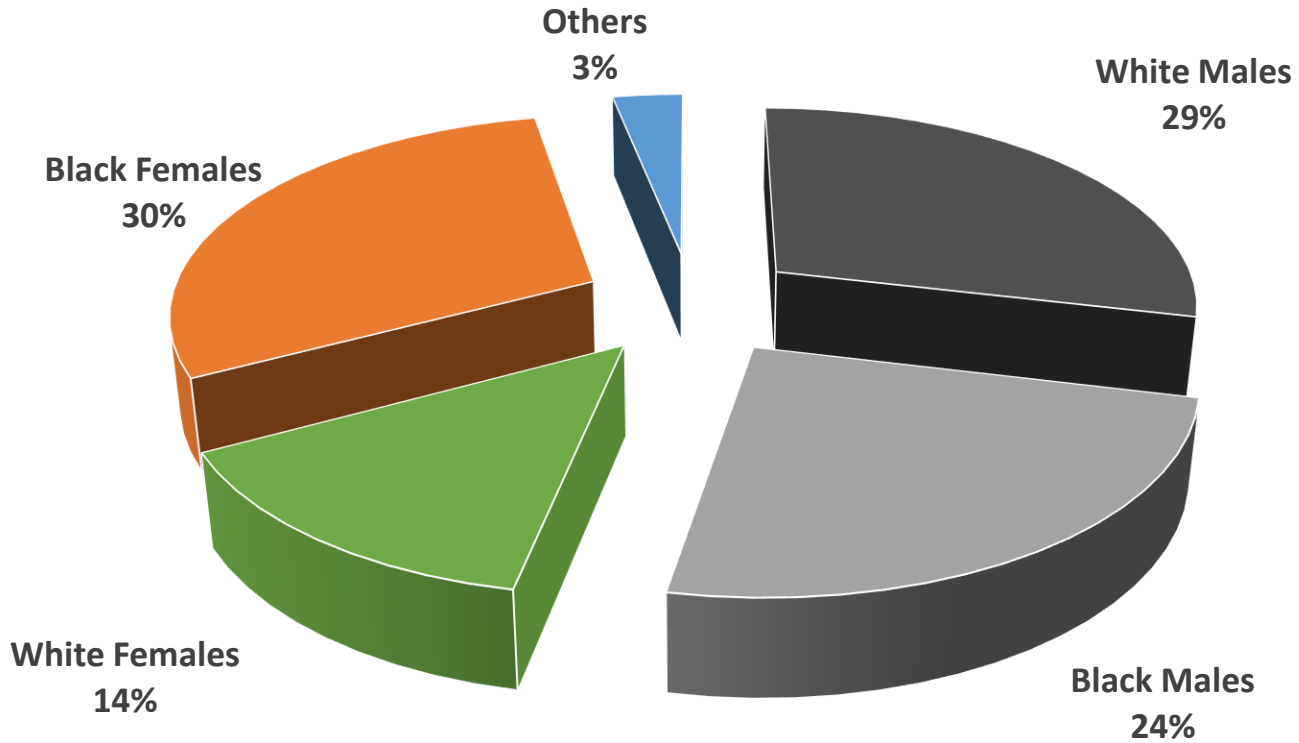
**Composition of E7: Skilled Craft
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2,337	896	93	92	88	3,506
Average Salary	\$41,916	\$38,991	\$37,265	\$35,241	\$39,487	\$38,580

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

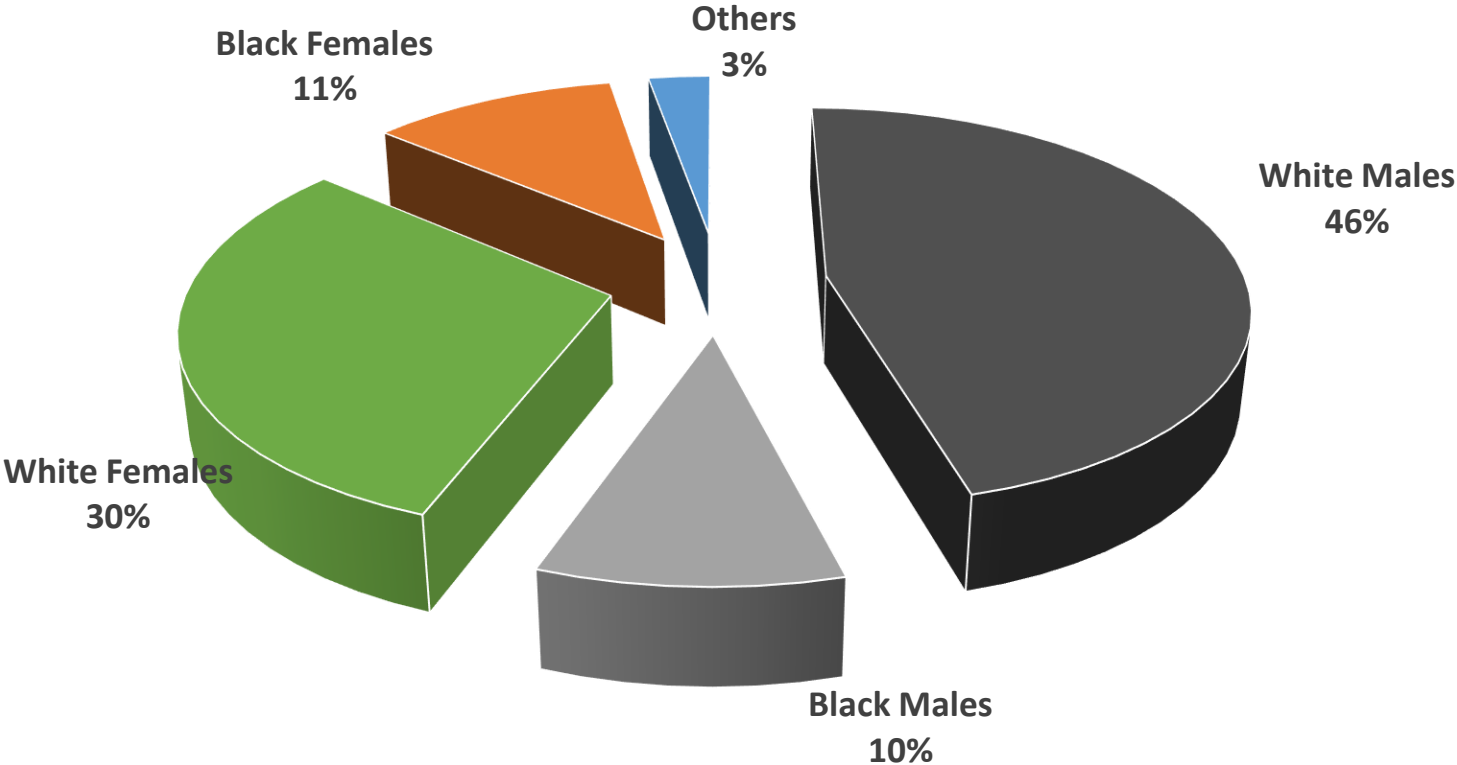
**Composition of E8: Service Maintenance
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	466	395	229	482	51	1,623
Average Salary	\$32,791	\$28,646	\$29,764	\$25,850	\$29,353	\$29,281

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

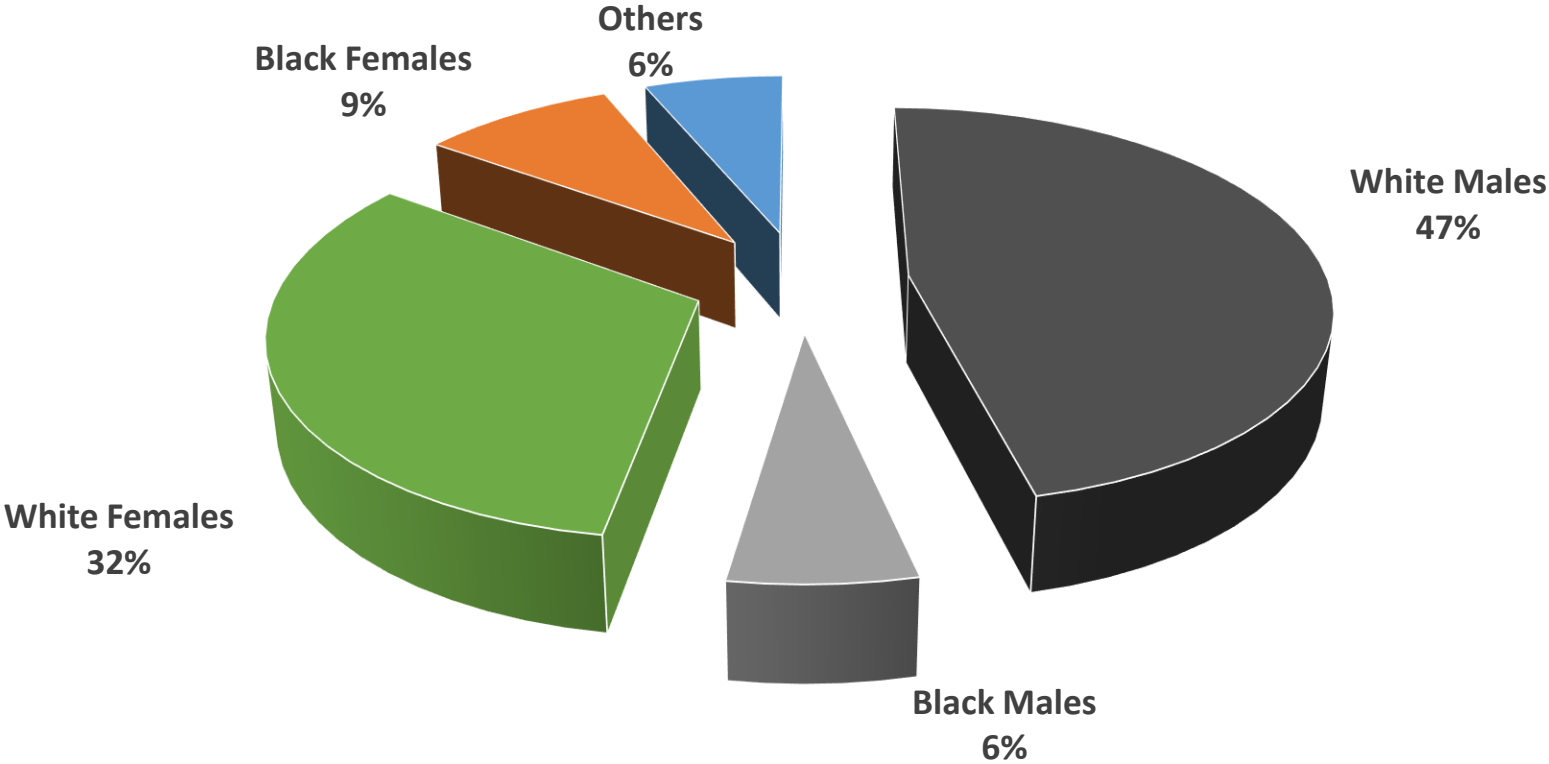
**Composition of C1: Executive (Non-Academic)
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	66	14	44	16	4	144
Average Salary	\$194,994	\$156,337	\$176,058	\$144,048	\$84,260	\$151,139

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

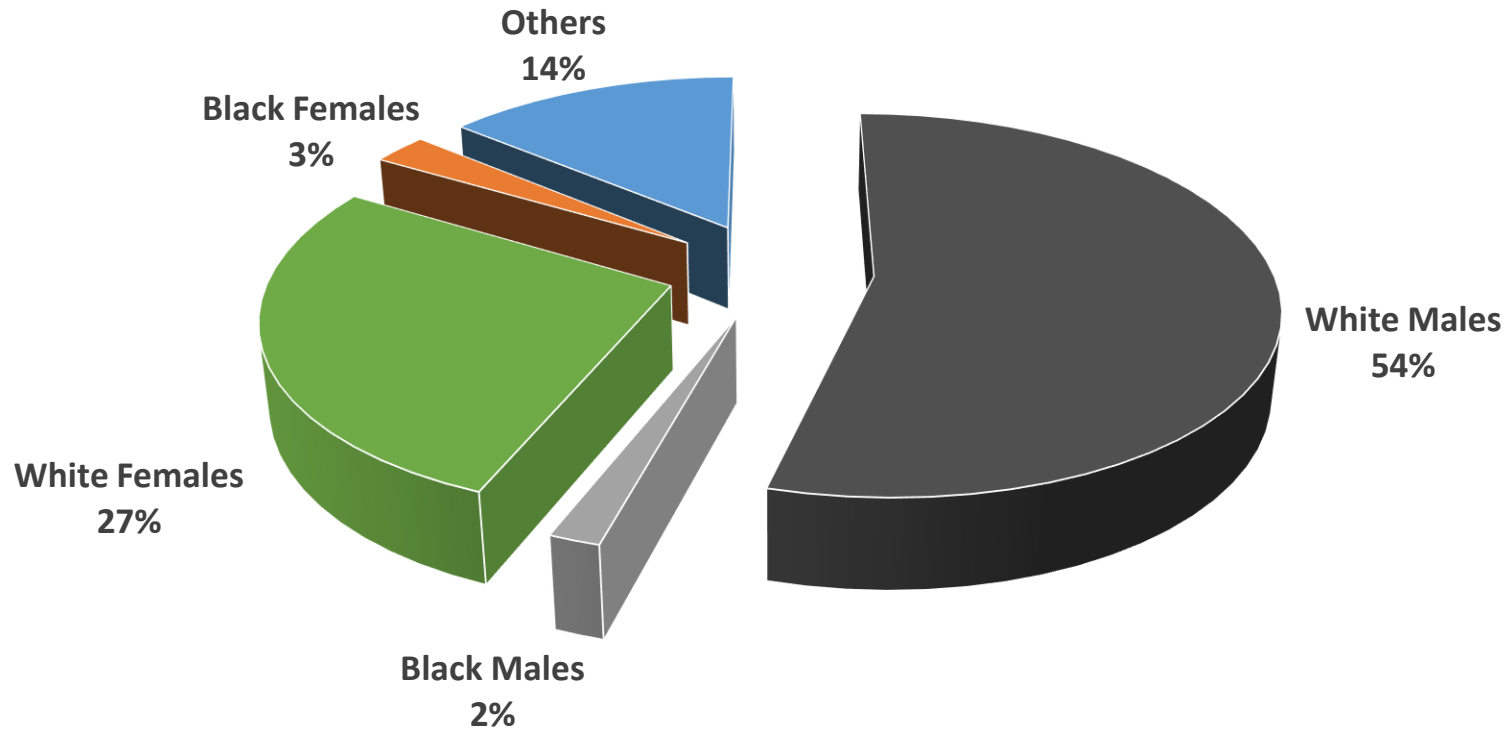
**Composition of C2: Executive (Academic)
September 30, 2020**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	169	22	118	32	23	364
Average Salary	\$133,731	\$103,368	\$125,510	\$99,473	\$145,858	\$121,588

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/21

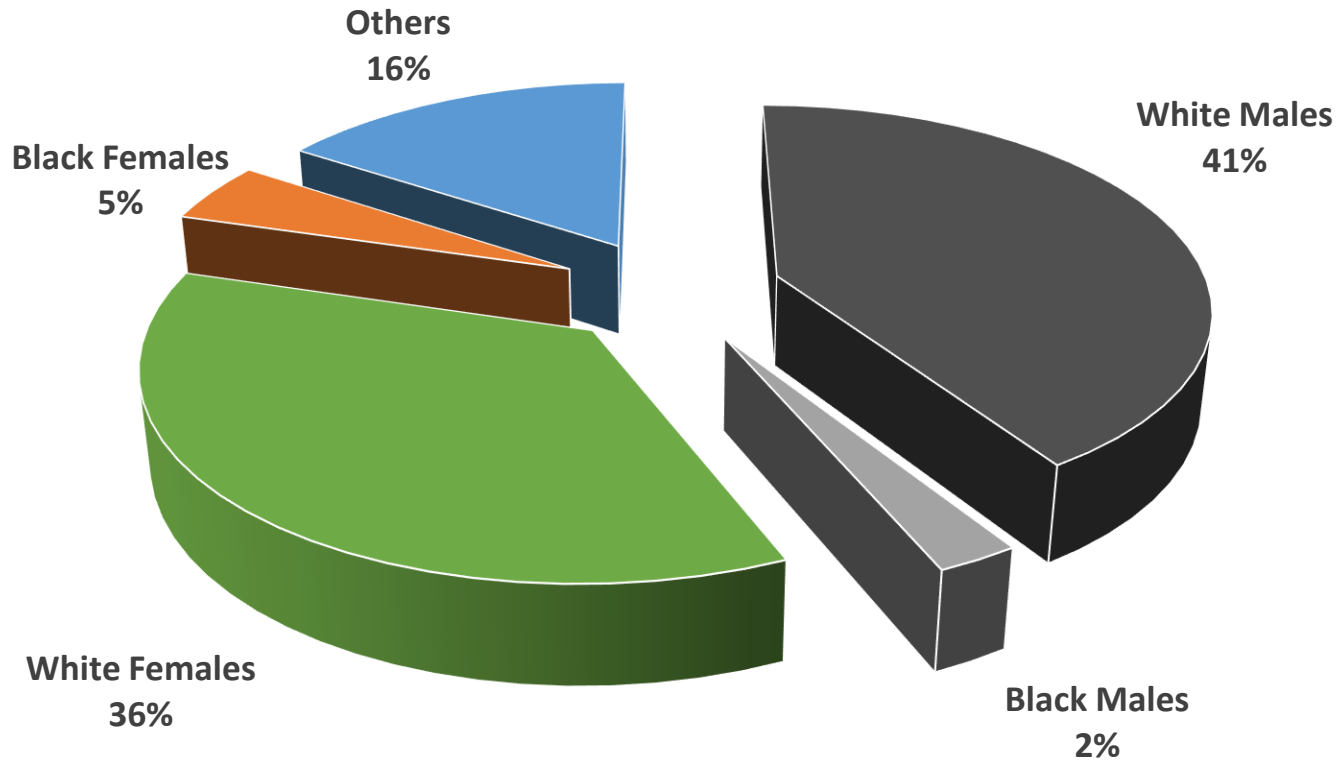
**Composition of C3: Professors
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,019	33	514	49	262	1,877
Average Salary	\$121,173	\$109,535	\$111,016	\$110,371	\$113,007	\$113,020

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

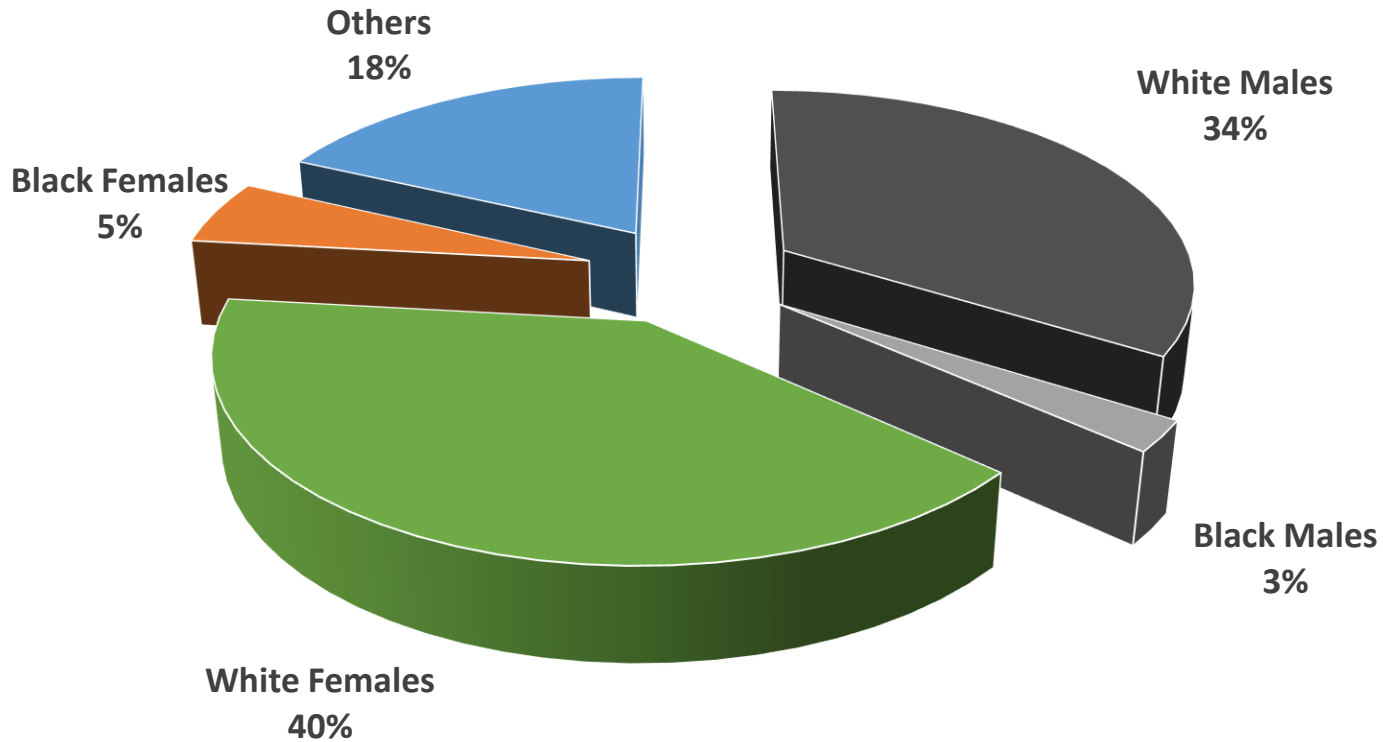
**Composition of C4: Associate Professors
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	784	50	690	91	301	1,916
Average Salary	\$86,804	\$92,936	\$85,200	\$77,914	\$89,401	\$86,451

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

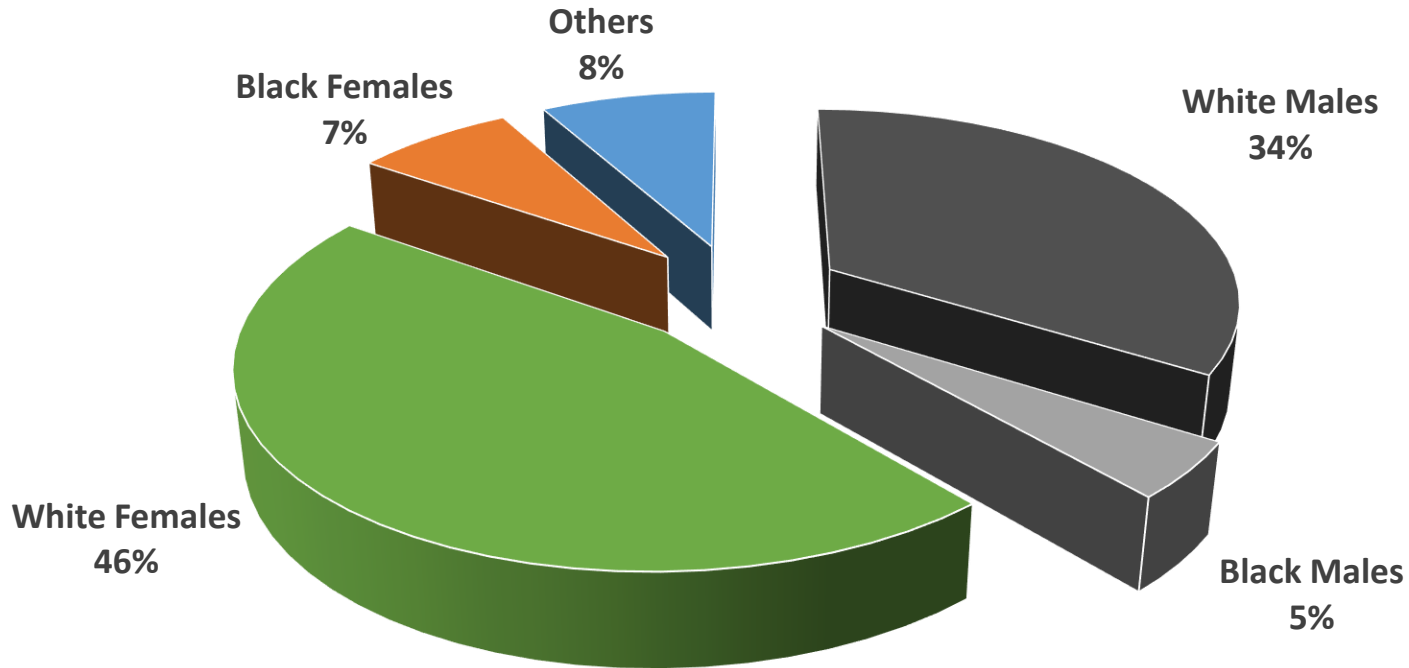
**Composition of C5: Assistant Professors
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	630	47	748	98	334	1,857
Average Salary	\$80,607	\$76,720	\$74,013	\$71,850	\$77,687	\$76,175

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

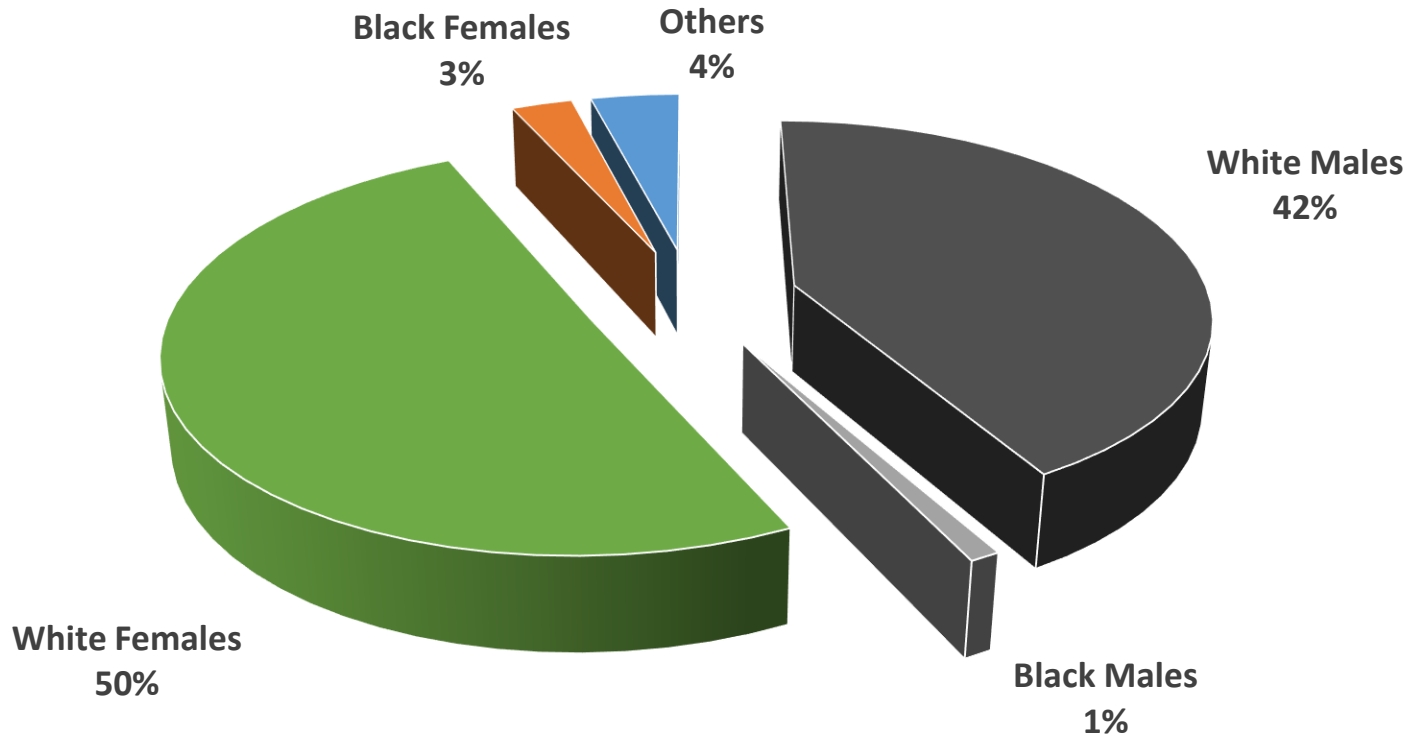
**Composition of C6: Instructors
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	431	59	586	93	103	1,272
Average Salary	\$59,928	\$53,359	\$57,390	\$51,609	\$60,910	\$56,639

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

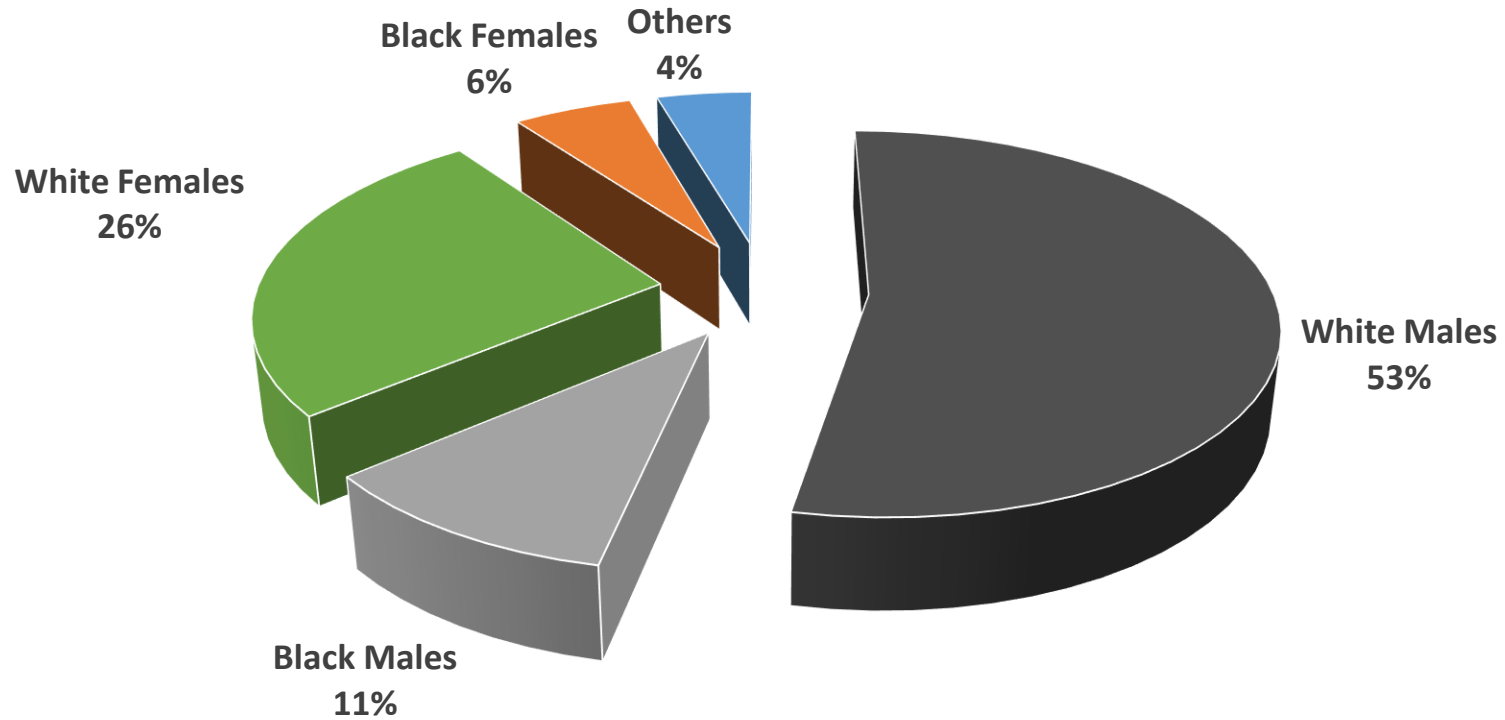
**Composition of C7: Lecturers
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	165	4	199	11	16	395
Average Salary	\$66,396	\$58,899	\$56,251	\$60,808	\$58,437	\$60,158

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

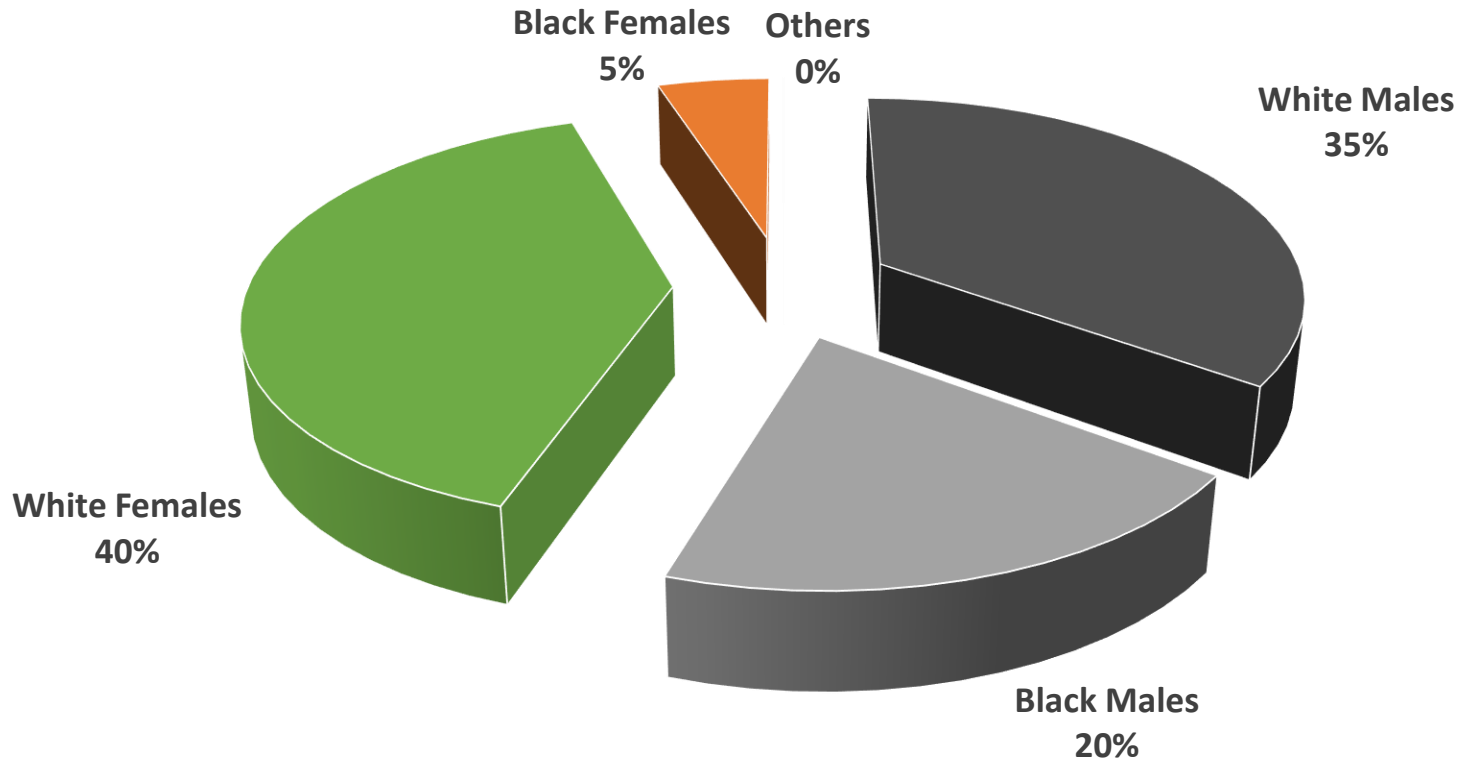
**Composition of C9: Other (Non-Academic)
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	427	85	209	45	36	802
Average Salary	\$95,214	\$118,245	\$60,279	\$79,795	\$81,502	\$87,007

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

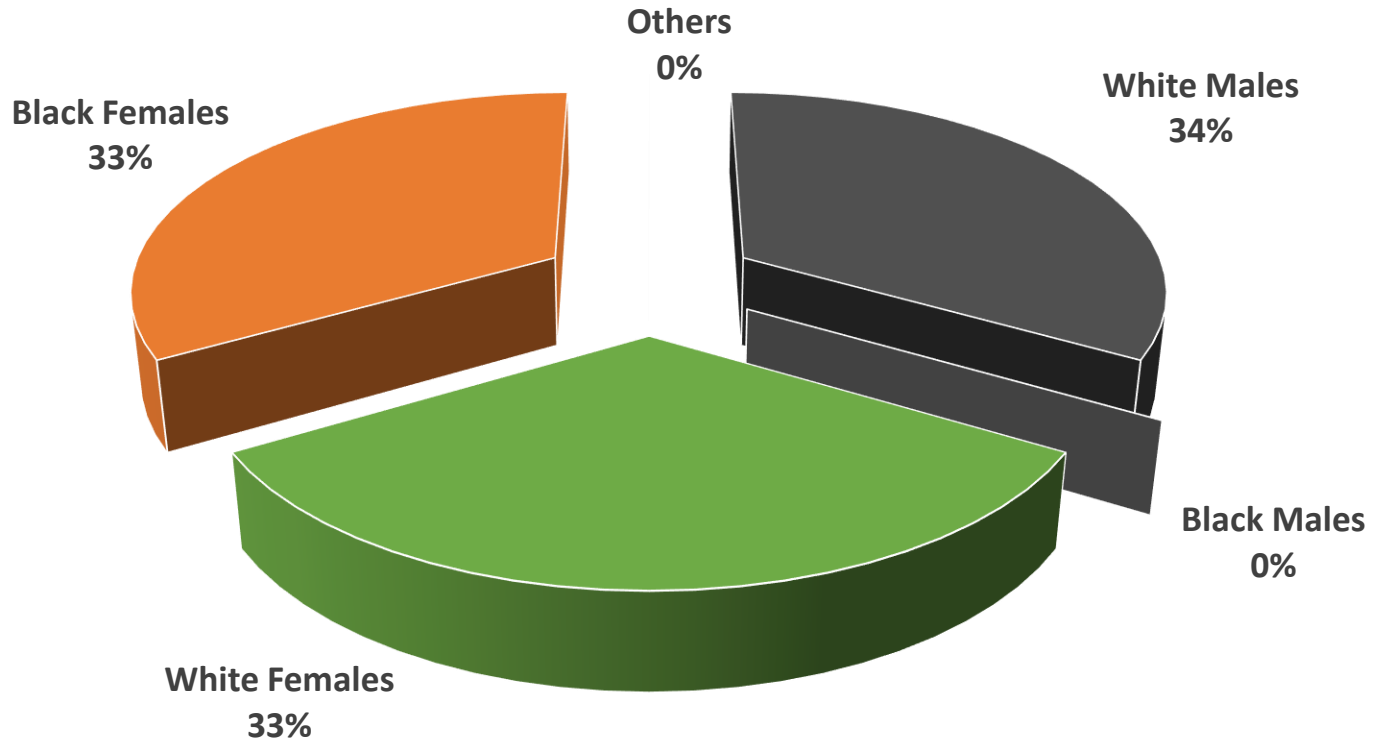
**Composition of T1: Executives (Non-Academic)
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Represented Total	All Total
# of Employees	7	4	8	1	0	20	20
Average Salary	\$169,032	\$154,921	\$166,722	\$205,000	\$0	\$173,919	\$139,135

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

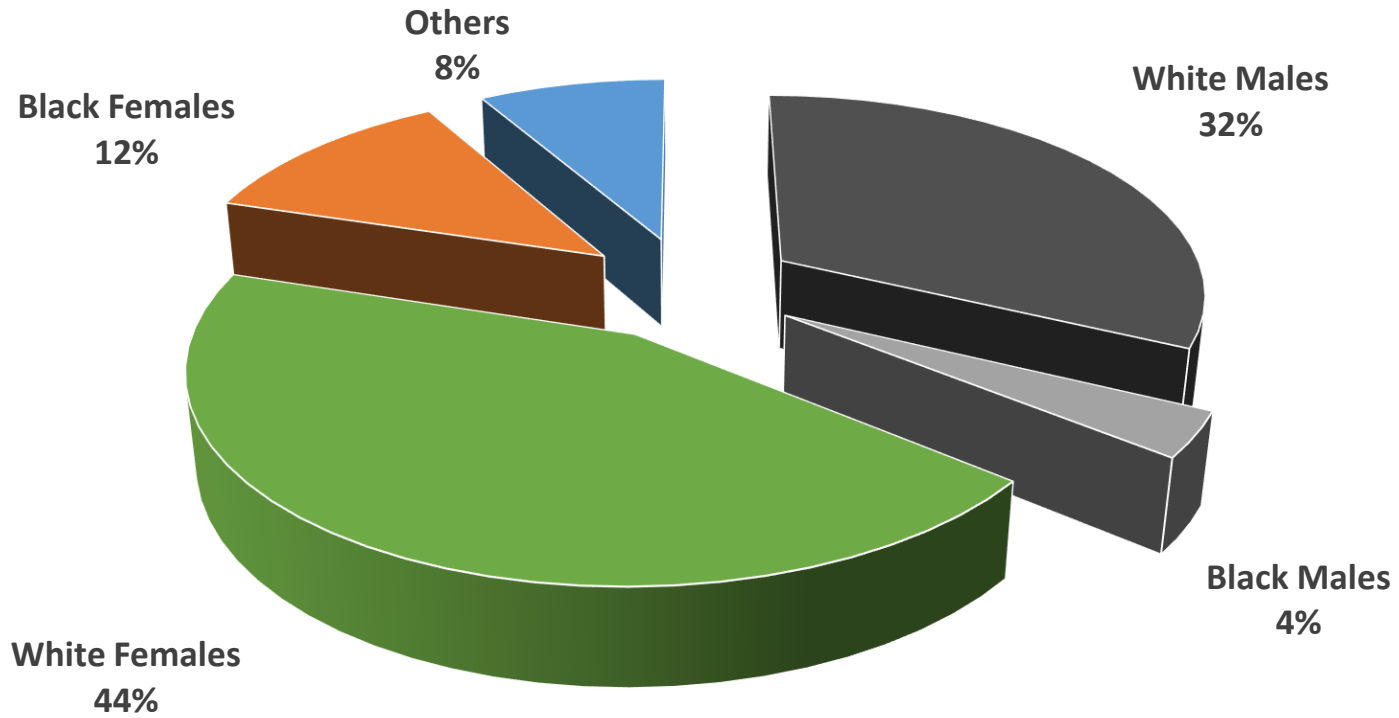
**Composition of T2: Executives (Academic)
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Represented Total	Total
# of Employees	2	0	2	2	0	6	6
Average Salary	\$95,921	\$0	\$90,193	\$101,548	\$0	\$95,887	\$57,532

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

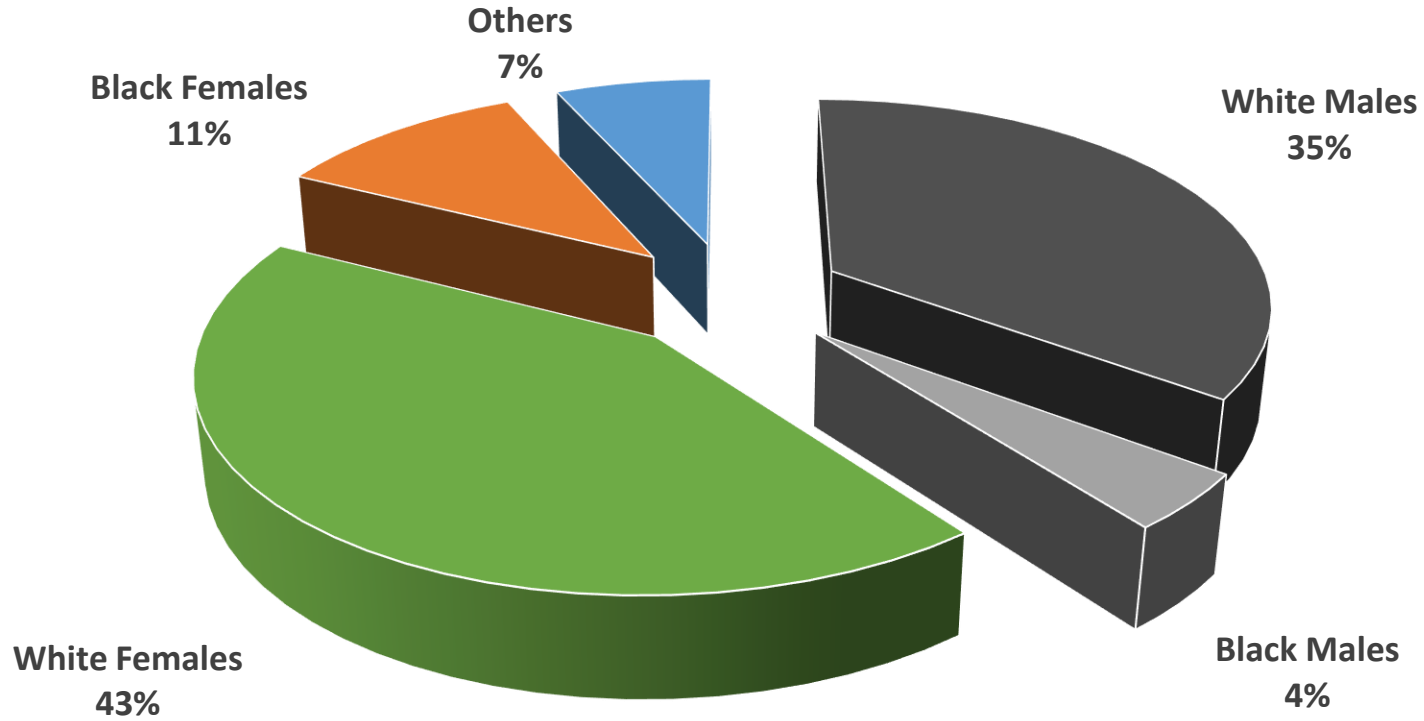
**Composition of T3: Faculty (Administrative)
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	27	3	37	10	7	84
Average Salary	\$60,600	\$61,593	\$57,375	\$56,625	\$60,954	\$59,429

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

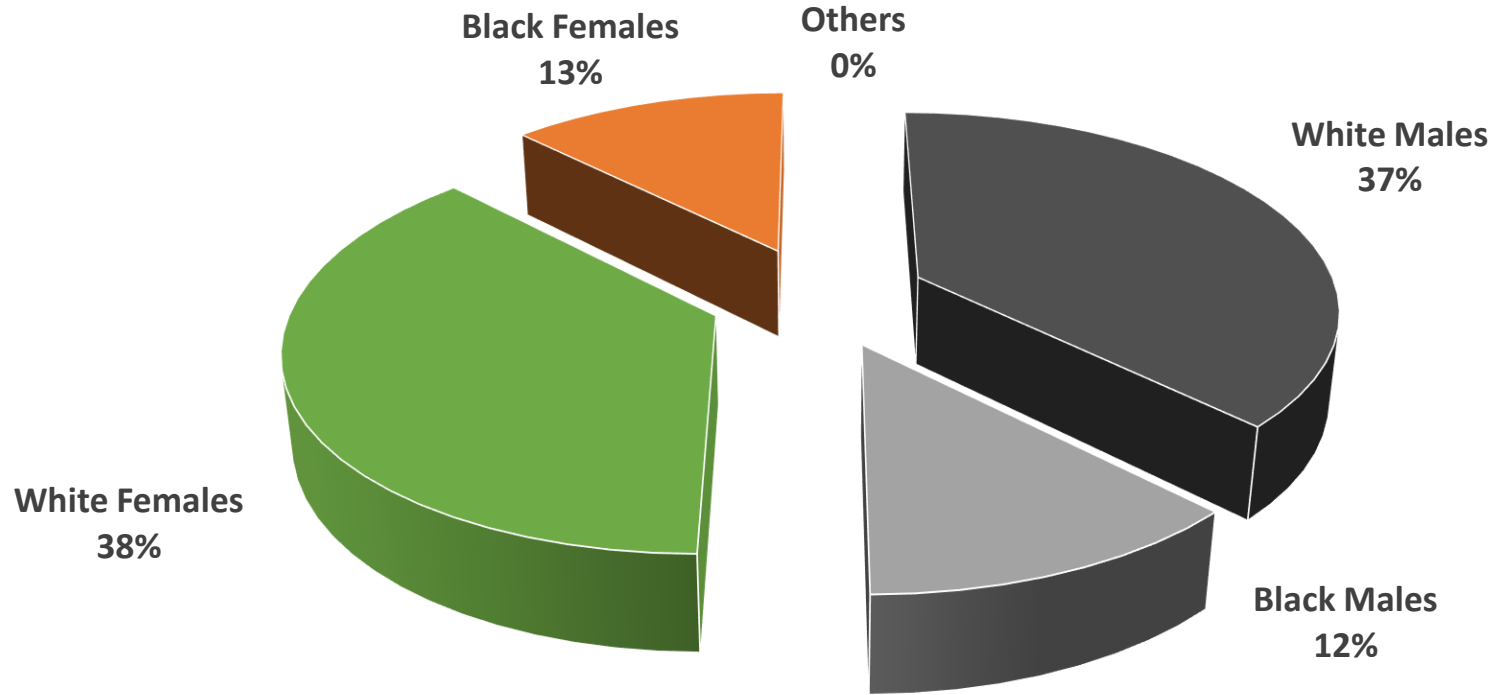
**Composition of T4: Faculty (Teaching)
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	235	29	287	73	45	669
Average Salary	\$51,731	\$51,926	\$52,375	\$52,012	\$50,386	\$51,686

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

**Composition of T5: Faculty (Non-Teaching)
September 30, 2021**



	White Males	Black Males	White Females	Black Females	Others	Represented Total	Total
# of Employees	3	1	3	1	0	8	8
Average Salary	\$87,858	\$92,878	\$81,501	\$52,847	\$0	\$78,771	\$63,017

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/2021

Status of Affirmative Action Programs

SECTION IV



Status of Affirmative Action Programs

State Agency Ranking by Level of Goal Attainment

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

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

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

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

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

Level of Goal Attainment Calculation Method:

Step 1: Add together all percentages figures in Section 6 of the agency charts. Wherever a 0* appears, it is not included in the calculation and counts either for nor against the agency.

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

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

This is the percentage of goals achieved.

STATE GOVERNMENT'S TOP TEN & BELOW 70%

(Highest to Lowest)

CHART A

TOP TEN

RANKING	AGENCY	PERCENT
1	Museum Commission	100.0%
1	Public Service Commission	100.0%
2	Santee Cooper	99.8%
3	Technical and Comprehensive Education	99.5%
4	Secretary of State	99.1%
5	Treasurer, State	98.6%
6	Comptroller General	98.0%
7	Commerce, Department of	96.6%
8	Indigent Defense	96.5%
9	Piedmont Technical College	95.9%

ACHIEVING LESS THAN 70%

RANKING	AGENCY	PERCENT
71	Natural Resources, Department of	69.0
72	Library, State	55.6



PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART B

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Museum Commission	100.0%	22	Employment and Workforce, Department of	92.6%
1	Public Service Commission	100.0%	22	Florence-Darlington Technical College	92.6%
2	Santee Cooper	99.8%	23	Deaf & Blind, School for the	92.5%
3	Technical & Comprehensive Education, St. Board for	99.5%	24	Education, Department of	92.2%
4	Secretary of State's Office, South Carolina	99.1%	25	Educational Television Commission	91.8%
5	Treasurer's Office, State	98.6%	26	Consumer Affairs, Department of	91.0%
6	Comptroller General, Office of the	98.0%	26	Disabilities & Special Needs, Department of	91.0%
7	Commerce, Department of	96.6%	26	Regulatory Staff, Office of	91.0%
8	Indigent Defense, Commission on	96.5%	27	Aging, Department on	90.7%
9	Piedmont Technical College	95.9%	28	Mental Health, Department of	90.6%
10	Trident Technical College	95.5%	28	Technical College of the Lowcountry	90.6%
11	Central Carolina Technical College	95.4%	29	Aiken Technical College	90.0%
12	Greenville Technical College	95.3%	30	Workers' Compensation Commission	89.9%
13	Accident Fund, State	94.7%	31	Social Services, Department of	89.5%
13	Spartanburg Community College	94.7%	32	York Technical College	89.3%
14	Midland's Technical College	94.5%	33	Revenue & Fiscal Affairs	89.2%
15	Governor's School for Agriculture at John de la Howe	94.3%	33	Williamsburg Technical College	89.2%
16	Labor, Licensing & Regulation, Department of	94.3%	34	Vocational Rehabilitation	89.1%
17	Fiscal Accountability Authority, State	93.9%	35	Administration, Department of	89.0%
18	Medical University Hospital Authority	93.6%	35	Insurance, Department of	89.0%
19	Alcohol and Other Drug Abuse Services	93.4%	36	Educational Lottery	88.7%
20	Financial Institutions, State Board of	93.0%	37	Health and Human Services, Department of	88.3%
20	Orangeburg-Calhoun Technical College	93.0%	38	Motor Vehicles, Department of	88.0%
21	Archives & History, Department of	92.9%	39	Corrections, Department of	87.9%
21	Revenue, Department of	92.9%	40	Auditor's Office, State	87.7%
22	Children's Advocacy, Department of	92.6%	40	Transportation, Department of	87.7%



PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART B

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
41	Winthrop University	87.4%	62	Clemson University	78.9%
42	Health & Environmental Control, Department of	86.9%	63	Agriculture, Department of	78.6%
43	Attorney General's Office	86.2%	64	Forestry Commission	77.9%
44	Juvenile Justice	86.0%	65	Patriots Point Authority	75.9%
44	Horry-Georgetown Technical College	85.6%	66	Parks, Recreation, & Tourism, Department of	75.5%
45	Law Enforcement Division, State	85.3%	67	Governor's School for Science & Math	75.1%
46	Wil Lou Gray Opportunity School	85.2%	68	Denmark Technical College	74.3%
47	Probation, Parole, & Pardon Services, Department of	85.0%	69	Lander University	72.5%
48	Ports Authority, State	84.8%	70	South Carolina State University	71.1%
48	Retirement System	84.8%	71	Natural Resources, Department of	69.0%
48	Veterans' Affairs, Department of	84.8%	72	Library, State	55.6%
49	Governor's School for the Arts and Humanities	84.6%		*Housing, Finance and Development	EXEMPT
50	College of Charleston	84.3%		*Arts Commission	EXEMPT
51	Higher Education, Commission on	83.8%			
52	Blind, Commission for the	83.7%			
53	Public Safety, Department of	83.7%			
53	Public Employee Benefits Authority	82.7%			
53	University of South Carolina	82.7%			
54	Coastal Carolina University	82.5%			
55	Citadel	82.2%			
56	Election Commission, State	81.1%			
57	Adjutant General's Office	80.8%			
58	Tri-County Technical College	80.7%			
59	Francis Marion University	80.5%			
59	Medical University of South Carolina	80.5%			
60	Criminal Justice Academy	79.9%			
61	Northeastern Technical College	79.7%			



PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

CHART C

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
13	Accident Fund, State	94.70%	56	Elections, Commission	81.10%
57	Adjutant General's Office	80.80%	22	Employment and Workforce, Department of	92.60%
35	Administration, Department of	89.00%	20	Financial Institutions, State Board of	93.00%
27	Aging, Department on	90.70%	17	Fiscal Accountability Authority, State	93.90%
63	Agriculture, Department of	78.60%	22	Florence-Darlington Technical College	92.60%
29	Aiken Technical College	90.00%	64	Forestry Commission	77.90%
19	Alcohol and Other Drug Abuse Services	93.40%	59	Francis Marion University	80.50%
21	Archives & History, Department of	92.90%	15	Governor's School for Agriculture at John de la Howe	94.30%
43	Attorney General's Office	86.20%	49	Governor's School for Arts & Humanities	84.60%
40	Auditor's Office, State	87.70%	67	Governor's School for Science & Math	75.10%
52	Blind, Commission for the	83.70%	12	Greenville Technical College	95.30%
11	Central Carolina Technical College	95.40%	42	Health & Environmental Control, Department of	86.90%
22	Children's Advocacy, Department of	92.60%	37	Health and Human Services, Department of	88.30%
55	Citadel	82.20%	51	Higher Education, Commission on	83.80%
62	Clemson University	78.90%	44	Horry-Georgetown Technical College	85.60%
54	Coastal Carolina University	82.50%	8	Indigent Defense, Commission on	96.50%
50	College of Charleston	84.30%	35	Insurance, Department of	89.00%
7	Commerce, Department of	96.60%	44	Juvenile Justice	86.00%
6	Comptroller General, Office of the	98.00%	16	Labor, Licensing & Regulation, Department of	94.30%
26	Consumer Affairs	91.00%	69	Lander University	72.50%
39	Corrections, Department of	87.90%	45	Law Enforcement Division, State	85.30%
60	Criminal Justice Academy	79.90%	72	Library, State	55.60%
23	Deaf & Blind, School for the	92.50%	18	Medical University Hospital Authority	93.60%
68	Denmark Technical College	74.30%	59	Medical University of South Carolina	80.50%
26	Disabilities & Special Needs, Department of	91.00%	28	Mental Health, Department of	90.60%
24	Education, Department of	92.20%	14	Midland's Technical College	94.50%
36	Educational Lottery	88.70%	38	Motor Vehicles, Department of	88.00%
25	Educational Television Commission	91.80%	1	Museum Commission	100.00%



PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

CHART C

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
71	Natural Resources	69.00%	34	Vocational Rehabilitation	89.10%
61	Northeastern Technical College	79.70%	46	Wil Lou Gray Opportunity School	85.20%
20	Orangeburg-Calhoun Technical College	93.00%	33	Williamsburg Technical College	89.20%
66	Parks, Recreation, & Tourism, Department of	75.50%	41	Winthrop University	87.40%
65	Patriots Point Authority	75.90%	30	Workers Compensation	89.90%
9	Piedmont Technical College	95.90%	32	York Technical College	89.30%
48	Ports Authority, State	84.80%		*Housing, Finance and Development	EXEMPT
47	Probation, Parole, & Pardon Services, Department of	85.00%		*Arts Commission	EXEMPT
53	Public Employee Benefits Authority	82.70%			
52	Public Safety, Department of	83.70%			
1	Public Service Commission	100.00%			
26	Regulatory Staff, Office of	91.00%			
48	Retirement System	84.80%			
33	Revenue & Fiscal Affairs	89.20%			
21	Revenue, Department of	92.90%			
2	Santee Cooper	99.80%			
4	Secretary of State's Office, South Carolina	99.10%			
31	Social Services, Department of	89.50%			
70	South Carolina State University	71.10%			
13	Spartanburg Community College	94.70%			
3	Technical & Comprehensive Education, St. Board for	99.50%			
28	Technical College of the Lowcountry	90.60%			
40	Transportation, Department of	87.70%			
5	Treasurer's Office, State	98.60%			
58	Tri-County Technical College	80.70%			
10	Trident Technical College	95.50%			
53	University of South Carolina	82.70%			
48	Veteran Affairs, Department of	84.80%			



PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART D

AMONG FOUR-YEAR COLLEGES AND UNIVERSITIES

RANKING	AGENCY	PERCENT
1	Winthrop University	87.4%
2	College of Charleston	84.3%
3	University of South Carolina	82.7%
4	Coastal Carolina University	82.5%
5	Citadel	82.2%
6	Medical University of South Carolina	80.5%
6	Francis Marion University	80.5%
7	Clemson University	78.9%
8	Lander University	72.5%
9	South Carolina State University	71.1%

AMONG TECHNICAL COLLEGES

RANKING	AGENCY	PERCENT
1	Technical & Comprehensive Education, St. Board for	99.5%
2	Piedmont Technical College	95.9%
3	Trident Technical College	95.5%
4	Central Carolina Technical College	95.4%
5	Greenville Technical College	95.3%
6	Spartanburg Community College	94.7%
7	Midland's Technical College	94.5%
8	Orangeburg-Calhoun Technical College	93.0%
9	Florence-Darlington Technical College	92.6%
10	Technical College of the Lowcountry	90.6%
11	Aiken Technical College	90.0%
12	York Technical College	89.3%
13	Williamsburg Technical College	89.2%
14	Horry-Georgetown Technical College	85.6%
15	Tri-County Technical College	80.7%
16	Northeastern Technical College	79.7%
17	Denmark Technical College	74.3%



Explanation of Agency
Charts

SECTION V



Explanation of Agency Charts

Pages 50 through 159 provide an evaluation of each agency's progress towards meeting goals over a one-year period (**October 1, 2020 through September 30, 2021**). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at (803) 737-7800.

Column One: Equal Employment Opportunity (EEO) Category Codes

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

E1) Executives:

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

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

E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors*

C4) Associate Professors*

C5) Assistant Professors*

C6) Instructors*

C7) Lecturers*

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

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

Column Two: Workforce Totals

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of **September 30, 2021**. For purposes of the report, the following race/sex categories are used:

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

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

Column Three: Adjusted Availability

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

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

Column Four: Underutilization

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

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

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

Column Five: New Hires and Promotions 10/01/2020 – 9/30/2021

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between **October 1, 2020 and September 30, 2021**. The information was obtained and calculated in the same manner as the information in Column Two. Again, percentages may not add up to exactly 100% due to rounding. Transactions counted in Column Five include positions filled by means of new hires, internal promotions, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

Column Six: Goals Met

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

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

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

State Agencies' Workforce

SECTION VI



State Accident Fund

Interim Agency Director: Erin Farthing

EEO Officer: Christa Wiebelt

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	3.1	37.5	9.6	3.1	NO	9.6				1			1	0.0%	YES	0.0%
	% 33.3			66.7			100.0										100.0			100.0			
E2	# 11	2		24	6	1	44	5.3	34.2	17.4	0.8	NO	3.8	2			6			8	84.9%	YES	78.2%
	% 25.0	4.5		54.5	13.6	2.3	100.0							25.0			75.0			100.0			
E3	# 2			1			3	10.7	12.5	10.7	10.7	NO	10.7	1						1	0.0%	YES	0.0%
	% 66.7			33.3			100.0							100.0						100.0			
E5 and E6	# 1			9	6	1	17	2.7	47.7	23.4	2.7	NO	NO				1			1	0.0%	YES	YES
	% 5.9			52.9	35.3	5.9	100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2019: 83.6 percent

Level of Goal Attainment for 2020: 82.4 percent

Level of Goal Attainment for 2021: 94.7 percent

Adjutant General's Office

Agency Director: MG R. Van McCarty

EEO Officer: Robert Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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		5		16							2			1			3			
	%	62.5	6.3		31.3		100.0	4.0	25.8	6.2	NO	NO	6.2	66.7			33.3			100.0	YES	YES	0.0%
E2	#	32	3		26	9	70	4.8	38.0	13.0	0.5	0.9	0.1	6	1	1	4	1	13	89.6%	97.6%	99.2%	
	%	45.7	4.3		37.1	12.9	100.0							46.2	7.7	7.7	30.8	7.7	100.0				
E3	#	4			2	1	7	0.9	41.7	33.1	0.9	13.1	18.8						100.0	0.0%	68.6%	43.2%	
	%	57.1			28.6	14.3	100.0												100.0				
E4	#	1					1	14.2	0.7	0.0	14.2	0.7	0.1						100.0	0.0%	0.0%	YES	
	%	100.0					100.0												100.0				
E5 and E6	#	1			6	1	8	1.6	58.4	20.1	1.6	NO	7.6					1	1	0.0%	YES	62.2%	
	%	12.5			75.0	12.5	100.0											100.0	100.0				
E7	#	5	1				6	16.8	2.3	0.6	0.1	2.3	0.6						100.0	99.4%	0.0%	0.0%	
	%	83.3	16.7				100.0												100.0				
E8	#	5				1	6	9.5	26.9	18.4	9.5	26.9	1.7	3					3	0.0%	0.0%	90.8%	
	%	83.3				16.7	100.0							100.0					100.0				
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 87.8 percent
 Level of Goal Attainment for 2020: 83.8 percent
 Level of Goal Attainment for 2021: 80.8 percent

Department of Administration

Agency Director: Marcia Adams

EEO Officer: Jessica Hood

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	13	1	29							2			1	1		4			
	%	41.4	6.9	3.4	44.8	3.4	100.0	5.3	26.1	6.2	NO	NO	2.8	50.0			25.0	25.0		100.0	YES	YES	54.8%
E2	#	117	29	5	96	38	6	291						17	4	1	19	7	3	51			
	%	40.2	10.0	1.7	33.0	13.1	2.1	100.0	6.8	26.0	7.8	NO	NO	NO	33.3	7.8	2.0	37.3	13.7	5.9	100.0	YES	YES
E3	#	13	7	3	3	4	30							3	3			1	7				
	%	43.3	23.3	10.0	10.0	13.3	100.0	8.4	18.2	8.2	NO	8.2	NO	42.9	42.9			14.3		100.0	YES	54.9%	YES
E5 AND E6	#	2	2		8	7	3	22									4		2	6			
	%	9.1	9.1		36.4	31.8	13.6	100.0	4.1	58.2	15.4	NO	21.8	NO				66.7		33.3	100.0	YES	62.5%
E7	#	33	10		1		44							4					4				
	%	75.0	22.7		2.3		100.0	13.8	1.7	0.7	NO	NO	0.7	100.0						100.0	YES	YES	0.0%
E8	#	15	9		2	6	32							1	2				3				
	%	46.9	28.1		6.3	18.8	100.0	21.4	15.4	11.4	NO	9.1	NO	33.3	66.7				100.0	YES	40.9%	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 2019: 84.3 percent
 Level of Goal Attainment for 2020: 93.6 percent
 Level of Goal Attainment for 2021: 89.0 percent

Department on Aging

Agency Director: Connie Munn
EEO Officer: Cheryl Washington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 5	1		5	6	1	18																	
	% 27.8	5.6		27.8	33.3	5.6	100.0	5.0	36.8	14.1	NO	9.0	NO							100.0	YES	75.5%	YES	
E2	# 3			10	13		26										1	1		2				
	% 11.5			38.5	50.0		100.0	3.3	49.4	14.5	3.3	10.9	NO				50.0	50.0		100.0	0.0%	77.9%	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
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	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 71.7 percent
Level of Goal Attainment for 2020: 76.4 percent
Level of Goal Attainment for 2021: 90.7 percent

Department of Agriculture

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021						3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	1		8																	
	%	37.5		50.0	12.5		100.0	5.2	23.7	6.7	5.2	NO	NO							100.0	0.0%	YES	YES	
E2	#	24	3	32	3	5	67	6.1	34.9	14.3	1.6	NO	9.8	4	1		8		3	16	73.8%	YES	31.5%	
	%	35.8	4.5	47.8	4.5	7.5	100.0							25.0	6.3		50.0		18.8	100.0				
E3 and E5	#	21	5	13	4		43	20.8	25.3	37.2	9.2	NO	27.9	5	1		4		10		55.8%	YES	25.0%	
	%	48.8	11.6	30.2	9.3		100.0							50.0	10.0		40.0		100.0					
E7 and E8	#	4	3	1			8	21.9	12.3	5.1				1	2		1		4					
	%	50.0	37.5	12.5			100.0				NO	NO	5.1	25.0	50.0		25.0		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 2019: 77.8 percent
Level of Goal Attainment for 2020: 77.5 percent
Level of Goal Attainment for 2021: 78.6 percent

Department of Alcohol & Other Drug Abuse Services

Agency Director: Sara Goldsby
EEO Officer: Angela Outing

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	2		1	2	2		7	7.1	19.8	5.5	7.1	NO	NO	1						1	0.0%	YES	YES
%	28.6		14.3	28.6	28.6		100.0							100.0						100.0			
E2	6	3	1	7	11	2	30	6.6	38.5	16.1	NO	15.2	NO	1			1	3	2	7	YES	60.5%	YES
%	20.0	10.0	3.3	23.3	36.7	6.7	100.0							14.3			14.3	42.9	28.6	100.0			
E3	1	1					2	5.2	25.8	5.4	NO	25.8	5.4								YES	0.0%	0.0%
%	50.0	50.0					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 2019: 91.3 percent
 Level of Goal Attainment for 2020: 94.1 percent
 Level of Goal Attainment for 2021: 93.4 percent

Department of Archives and History

Agency Director: W. Eric Emerson

EEO Officer: Brenda House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1	1		4	4.1	33.7	11.4	4.1	8.7	NO							100.0	0.0%	74.2%	YES
	% 50.0			25.0	25.0		100.0																
E2	# 13	3	1	7	3		27	2.7	34.0	5.2	NO	8.1	NO	3	1	1	1	1	1	7	YES	76.2%	YES
	% 48.1	11.1	3.7	25.9	11.1		100.0							42.9	14.3	14.3	14.3	14.3		100.0			
E3 and E5	# 1			1	1		3	27.0	30.2	19.7	27.0	NO	NO							100.0	0.0%	YES	YES
	% 33.3			33.3	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 2019: 91.9 percent
 Level of Goal Attainment for 2020: 96.3 percent
 Level of Goal Attainment for 2021: 92.9 percent

South Carolina Office of the Attorney General

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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			15	3	30							1			5			6			
	%	40.0			50.0	10.0	100.0	5.0	26.6	7.4	5.0	NO	NO	16.7			83.3			100.0	0.0%	YES	YES
E2	#	67	8	4	71	29	6	185	5.0	32.2	9.6	0.7	NO	NO	19	1	20	2	2	44	86.0%	YES	YES
	%	36.2	4.3	2.2	38.4	15.7	3.2	100.0						43.2	2.3		45.5	4.5	4.5	100.0			
E3, E5 and E8	#	1	3		17	6	1	28	2.7	67.9	10.6	NO	7.2	NO	2		6	1		9	YES	89.4%	YES
	%	3.6	10.7		60.7	21.4	3.6	100.0						22.2			66.7	11.1		100.0			
	#																						
	%																						
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2019: 88.1 percent
 Level of Goal Attainment for 2020: 85.9 percent
 Level of Goal Attainment for 2021: 86.2 percent

Office of the State Auditor

Agency Director: George L. Kennedy, III
EEO Officer: Angie Morgan

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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			7	3	1	21							1			1			2		*	*	*
%	47.6			33.3	14.3	4.8	100.0	2.4	42.7	7.2	2.4	9.4	NO	50.0			50.0			100.0	0.0%	78.0%	YES	
E2	9	3	1	10	9	1	33							6	1	1	4	5	1	18				
%	27.3	9.1	3.0	30.3	27.3	3.0	100.0	2.6	42.0	7.2	NO	11.7	NO	33.3	5.6	5.6	22.2	27.8	5.6	100.0	YES	72.1%	YES	
E5				1		1	2															*	*	*
%				50.0		50.0	100.0	0.5	65.6	20.1	0.5	15.6	20.1							100.0	0.0%	76.2%	0.0%	
#																								
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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 2019: 88.4 percent
Level of Goal Attainment for 2020: 92.2 percent
Level of Goal Attainment for 2021: 87.7 percent

Commission of the Blind

Agency Director: Darline Graham
EEO Officer: Luis Gamarra Mendoza

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	2		2	1		6	7.2	26.5	8.1	NO	NO	NO							100.0	YES	YES	YES
	% 16.7	33.3		33.3	16.7		100.0													100.0			
E2	# 3	3	1	15	33	1	56	7.2	40.1	25.8	1.8	13.3	NO				4	3	1	9	75.0%	66.8%	YES
	% 5.4	5.4	1.8	26.8	58.9	1.8	100.0							11.1			44.4	33.3	11.1	100.0			
E3, E5 and E6	# 3	1		1	12		17	10.1	29.0	15.5	4.2	23.1	NO		1					3	58.4%	20.3%	YES
	% 17.6	5.9		5.9	70.6		100.0							33.3	33.3					100.0			
E7 and E8	# 3	3			2		8	21.5	5.1	14.3	NO	5.1	NO							1	YES	0.0%	YES
	% 37.5	37.5			25.0		100.0													100.0			
	#						100.0													100.0			
	%						100.0													100.0			
	#						100.0													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 2019: 76.0 percent
Level of Goal Attainment for 2020: 81.7 percent
Level of Goal Attainment for 2021: 83.7 percent

Department of Children's Advocacy

Agency Director: Amanda Whittle
EEO Officer: Christa Wiebelt

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		8	8	18							1			2	1		4			
	%	5.6	5.6		44.4	44.4	100.0	5.0	28.0	9.2	NO	NO	NO	25.0			50.0	25.0		100.0	YES	YES	YES
E2	#	6	7	1	56	61	4	135	7.9	35.4	20.0	2.7	NO	NO			1	14	15	1	33		
	%	4.4	5.2	0.7	41.5	45.2	3.0	100.0						3.0	3.0	3.0	42.4	45.5	3.0	100.0	65.8%	YES	YES
E3	#				1		1	7.9	24.2	8.3	7.9	24.2	NO							100.0	0.0%	0.0%	YES
	%				100.0		100.0																
E5	#		1		1	2	4	2.4	55.2	17.2	NO	30.2	NO							100.0	YES	45.3%	YES
	%		25.0		25.0	50.0	100.0																
E6	#				5	5	10	6.7	49.4	20.2	6.7	NO	NO				1	1		2			
	%				50.0	50.0	100.0										50.0	50.0		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 2019: -
Level of Goal Attainment for 2020: 92.5 percent First Year of Reporting
Level of Goal Attainment for 2021: 92.6 percent

The Citadel (Page 1 of 2)

President: Gen Glenn M. Walters

EEO Officer: Dr. Shawn Edwards

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	#	28	4		30	3	3	68						4	2		6	2	1	15			
	%	41.2	5.9		44.1	4.4	4.4	100.0	3.7	38.2	8.1	NO	NO	3.7	26.7	13.3		40.0	13.3	6.7	100.0	YES	YES
C3	#	44		3	11	2	2	62	0.1	30.1	3.2			1			2			3			
	%	71.0		4.8	17.7	3.2	3.2	100.0	0.1	30.1	3.2	0.1	12.4	0.0	33.3			66.7		100.0	0.0%	58.8%	YES
C4	#	28	1	4	26	1	7	67	4.4	29.1	1.8			1	1	2	4		1	9			
	%	41.8	1.5	6.0	38.8	1.5	10.4	100.0	4.4	29.1	1.8	2.9	NO	0.3	11.1	11.1	22.2	44.4		11.1	100.0	34.1%	YES
C5 and C6	#	57	4	13	26	2	3	105	4.1	25.1	17.5			16	2	2	5	1	1	27			
	%	54.3	3.8	12.4	24.8	1.9	2.9	100.0	4.1	25.1	17.5	0.3	0.3	15.6	59.3	7.4	7.4	18.5	3.7	3.7	100.0	92.7%	98.8%
C8 and C9	#	37	5	1	10	1		54	5.7	24.8	2.2			8			3			11			
	%	68.5	9.3	1.9	18.5	1.9		100.0	5.7	24.8	2.2	NO	6.3	0.3	72.7			27.3		100.0	YES	74.6%	86.4%
E2	#	34	2	3	68	14	3	124	5.5	44.6	12.4			6	2	1	18	3	3	33			
	%	27.4	1.6	2.4	54.8	11.3	2.4	100.0	5.5	44.6	12.4	3.9	NO	1.1	18.2	6.1	3.0	54.5	9.1	9.1	100.0	29.1%	YES
E3 and E5	#	18	5	1	22	9		55	6.2	41.9	15.8			2	1		4	1		8			
	%	32.7	9.1	1.8	40.0	16.4		100.0	6.2	41.9	15.8	NO	1.9	NO	25.0	12.5		50.0	12.5		100.0	YES	95.5%
E4	#	9	3	1	1	1		15	11.8	8.9	7.3			2	1					3			
	%	60.0	20.0	6.7	6.7	6.7		100.0	11.8	8.9	7.3	NO	2.2	0.6	66.7	33.3				100.0	YES	75.3%	91.8%
E6	#		1		9	4		14	5.5	60.9	16.4												
	%		7.1		64.3	28.6		100.0	5.5	60.9	16.4	NO	NO	NO						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 2019: 78.1 percent
 Level of Goal Attainment for 2020: 74.7 percent
 Level of Goal Attainment for 2021: 82.2 percent

The Citadel (Page 2 of 2)

President: Gen Glenn M. Walters
EEO Officer: Dr. Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	#	42	5	3	2									3			1			4			
	%	80.8	9.6	5.8	3.8		100.0	19.1	5.6	1.7	9.5	1.8	1.7	75.0			25.0		100.0	50.3%	67.9%	0.0%	
E8	#	6	7		2	10	1	26									1		1				
	%	23.1	26.9		7.7	38.5	3.8	100.0	13.3	14.2	17.8	NO	6.5	NO			100.0		100.0	YES	54.2%	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 2019: 78.1 percent
Level of Goal Attainment for 2020: 74.7 percent
Level of Goal Attainment for 2021: 82.2 percent

Clemson University (Page 1 of 3)

President: James Clements

EEO Officer: Jerry Knighton

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	#	19	2		8	1	1	31																
	%	61.3	6.5		25.8	3.2	3.2	100.0	2.7	34.3	4.5	NO	8.5	1.3				50.0		50.0	100.0	YES	75.2%	71.1%
C2	#	21	3	2	11	3	2	42	2.3	29.5	3.6	NO	3.3	NO				1				YES	88.8%	YES
	%	50.0	7.1	4.8	26.2	7.1	4.8	100.0										100.0			100.0			
C3	#	232	7	62	79	4	10	394	3.9	31.6	3.6				17	1	3	6	1	1	29			
	%	58.9	1.8	15.7	20.1	1.0	2.5	100.0	2.1	11.5	2.6				58.6	3.4	10.3	20.7	3.4	3.4	100.0	46.2%	63.6%	27.8%
C4	#	153	6	42	99	5	27	332	2.4	28.1	3.0				12		6	11	3	5	37			
	%	46.1	1.8	12.7	29.8	1.5	8.1	100.0	0.6	NO	1.5				32.4		16.2	29.7	8.1	13.5	100.0	75.0%	YES	50.0%
C5	#	92	7	57	90	11	26	283	2.0	33.7	2.7				5		6	9	2	6	28			
	%	32.5	2.5	20.1	31.8	3.9	9.2	100.0				NO	1.9	NO	17.9		21.4	32.1	7.1	21.4	100.0	YES	94.4%	YES
C7	#	86	1	3	85	8	10	193	3.3	32.5	5.9				5		2	9	1	3	20			
	%	44.6	0.5	1.6	44.0	4.1	5.2	100.0	2.8	NO	1.8				25.0		10.0	45.0	5.0	15.0	100.0	15.2%	YES	69.5%
C8	#	34	1	5	22		7	69	2.0	30.3	2.6		*		1		1	1		2	5			
	%	49.3	1.4	7.2	31.9		10.1	100.0	0.6	NO	2.6				20.0		20.0	20.0		40.0	100.0	70.0%	YES	0.0%
C9	#	132	15	6	83	12	5	253	3.1	24.4	2.6				8	1		9		1	19			
	%	52.2	5.9	2.4	32.8	4.7	2.0	100.0				NO	NO	NO	42.1	5.3		47.4		5.3	100.0	YES	YES	YES
E1	#	145	18	5	237	33	8	446	3.6	37.7	6.9				6	3		16	2	1	28			
	%	32.5	4.0	1.1	53.1	7.4	1.8	100.0				NO	NO	NO	21.4	10.7		57.1	7.1	3.6	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2019: 80.8 percent
 Level of Goal Attainment for 2020: 82.0 percent
 Level of Goal Attainment for 2021: 78.9 percent

Clemson University (Page 2 of 3)

President: James Clements

EEO Officer: Jerry Knighton

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	# 54	5	1	335	38	13	446							4			32	2		38			
	% 12.1	1.1	0.2	75.1	8.5	2.9	100.0	2.6	52.1	9.4	1.5	NO	0.9	10.5			84.2	5.3		100.0	42.3%	YES	90.4%
E22	# 112	8	10	77	10	6	223							6			4			10			
	% 50.2	3.6	4.5	34.5	4.5	2.7	100.0	3.0	36.0	4.9	NO	1.5	0.4	60.0			40.0			100.0	YES	95.8%	91.8%
E23	# 34	7	2	121	20	8	192							7	1	1	17	4	1	31			
	% 17.7	3.6	1.0	63.0	10.4	4.2	100.0	2.4	53.0	9.9	NO	NO	NO	22.6	3.2	3.2	54.8	12.9	3.2	100.0	YES	YES	YES
E24	# 45	1		16			62							4			1			5			
	% 72.6	1.6		25.8			100.0	12.2	11.3	4.3	10.6	NO	4.3	80.0			20.0			100.0	13.1%	YES	0.0%
E25	# 95	4	4	92	12	6	213							7	1		12	1		21			
	% 44.6	1.9	1.9	43.2	5.6	2.8	100.0	4.6	30.9	4.6	2.7	NO	NO	33.3	4.8		57.1	4.8		100.0	41.3%	YES	YES
E31	# 17	4	2	20	3	1	47										1	1		2			
	% 36.2	8.5	4.3	42.6	6.4	2.1	100.0	6.4	36.1	8.3	NO	NO	1.9				50.0	50.0		100.0	YES	YES	77.1%
E32	# 107	6	1	53	9	3	179							3			5			11			
	% 59.8	3.4	0.6	29.6	5.0	1.7	100.0	4.1	20.7	6.9	0.7	NO	1.9	15.8			26.3		57.9	100.0	82.9%	YES	72.5%
E4	# 64	3	1	14	1	2	85							14	2		2		2	20			
	% 75.3	3.5	1.2	16.5	1.2	2.4	100.0	11.4	6.7	2.3	7.9	NO	1.1	70.0	10.0		10.0		10.0	100.0	30.7%	YES	52.2%
E51	# 5	1		88	13	7	114										12	1	1	14			
	% 4.4	0.9		77.2	11.4	6.1	100.0	0.8	65.3	11.5	NO	NO	0.1				85.7	7.1	7.1	100.0	YES	YES	99.1%

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

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
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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 2019: 80.8 percent
 Level of Goal Attainment for 2020: 82.0 percent
 Level of Goal Attainment for 2021: 78.9 percent

Clemson University (Page 3 of 3)

President: James Clements

EEO Officer: Jerry Knighton

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	# 5		1	18	8	2	34							1			2	1		4			
	% 14.7		2.9	52.9	23.5	5.9	100.0	3.4	47.3	8.9	3.4	NO	NO	25.0			50.0	25.0		100.0	0.0%	YES	YES
E6	#			16	3	1	20										1			1			
	%			80.0	15.0	5.0	100.0	1.1	67.4	11.2	1.1	NO	NO				100.0			100.0	0.0%	YES	YES
E7	# 163	13	5	7	1		189							21	1	1	1			24			
	% 86.2	6.9	2.6	3.7	0.5		100.0	9.4	11.4	4.8	2.5	7.7	4.3	87.5	4.2	4.2	4.2			100.0	73.4%	32.5%	10.4%
E8	# 39	15	5	43	30	2	134							7	3		10	2		22			
	% 29.1	11.2	3.7	32.1	22.4	1.5	100.0	14.3	20.8	8.8	3.1	NO	NO	31.8	13.6		45.5	9.1		100.0	78.3%	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 80.8 percent
 Level of Goal Attainment for 2020: 82.0 percent
 Level of Goal Attainment for 2021: 78.9 percent

Coastal Carolina University (Page 1 of 2)

President: Michael Benson
EEO Officer: Kimberly Sherfese

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	#	9	2		4	1		16					5						5				
	%	56.3	12.5		25.0	6.3		100.0	3.0	34.7	5.3	NO	9.7	NO	100.0				100.0		YES	72.0%	YES
C2	#	1	1		3			5															
	%	20.0	20.0		60.0			100.0	3.7	41.9	8.5	NO	NO	8.5					100.0		YES	YES	0.0%
C3	#	73	3	8	27	2	1	114					9		1	4			14				
	%	64.0	2.6	7.0	23.7	1.8	0.9	100.0	2.5	33.3	3.2	NO	9.6	1.4	64.3	7.1	28.6		100.0		YES	71.2%	56.3%
C4	#	58	1	6	47	5	4	121					6		1	8	1		16				
	%	47.9	0.8	5.0	38.8	4.1	3.3	100.0	2.5	33.4	3.2	1.7	NO	NO	37.5	6.3	50.0	6.3	100.0		32.0%	YES	YES
C5	#	36	2	17	45	6	6	111					8	1	4	9	1	2	25				
	%	32.4	1.8	15.3	42.3	4.5	3.6	100.0	2.6	33.3	3.3	0.8	NO	NO	32.0	4.0	16.0	36.0	4.0	8.0	100.0	69.2%	YES
C6	#	3		1	2			6															
	%	50.0		16.7	33.3			100.0	3.1	32.3	4.6	3.1	NO	4.6					100.0		0.0%	YES	0.0%
C7 and C8	#	62	2	2	76	1	1	144					5	1	2	6			14				
	%	43.1	1.4	1.4	52.8	0.7	0.7	100.0	3.2	32.3	5.0	1.8	NO	4.3	35.7	7.1	14.3	42.9		100.0	43.8%	YES	14.0%
C9	#	46	10	3	20	5	1	85					8	3	2	10	2		25				
	%	54.1	11.8	3.5	23.5	5.9	1.2	100.0	6.2	26.1	2.2	NO	2.6	NO	32.0	12.0	8.0	40.0	8.0	100.0	YES	90.0%	YES
E2	#	105	20	4	206	21	12	368					27	7	3	61	12	8	118				
	%	28.5	5.4	1.1	56.0	5.7	3.3	100.0	4.5	37.5	10.7	NO	NO	5.0	22.9	5.9	2.5	51.7	10.2	6.8	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 2019: 84.7 percent
Level of Goal Attainment for 2020: 83.0 percent
Level of Goal Attainment for 2021: 82.5 percent

Coastal Carolina University (Page 2 of 2)

President: Michael Benson
EEO Officer: Kimberly Sherfesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E3	# 31	1	2	23	7	1	65																	
	% 47.7	1.5	3.1	35.4	10.8	1.5	100.0	3.5	38.9	10.3	2.0	3.5	NO	30.0		10.0	50.0	10.0		100.0	42.9%	91.0%	YES	
E4	# 39	5	2	3	1		50																	
	% 78.0	10.0	4.0	6.0	2.0		100.0	7.9	7.3	2.7	NO	1.3	0.7	14	6	1	2	1		24	YES	82.2%	74.1%	
E5	#			24	3	1	28																	
	%			85.7	10.7	3.6	100.0	1.8	68.8	8.4	1.8	NO	NO				3			3	0.0%	YES	YES	
E6	# 5	1	1	32	5		44																	
	% 11.4	2.3	2.3	72.7	11.4		100.0	2.1	72.9	8.1	NO	0.2	NO				3			3	YES	99.7%	YES	
E7	# 60	2	3				65																	
	% 92.3	3.1	4.6				100.0	9.8	2.9	0.2	6.7	2.9	0.2	13		2				15	31.6%	0.0%	0.0%	
E8	# 66	15	1	21	17	4	124																	
	% 53.2	12.1	0.8	16.9	13.7	3.2	100.0	15.6	12.2	8.0	3.5	NO	NO	35	4		8	4		51	77.6%	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 2019: 84.7 percent
Level of Goal Attainment for 2020: 83.0 percent
Level of Goal Attainment for 2021: 82.5 percent

College of Charleston (Page 1 of 2)

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

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	3	53	8	8	113						2			7	1		10			
	%	32.7	3.5	2.7	46.9	7.1	7.1	100.0	6.5	32.5	10.9	3.0	NO	3.8	20.0			70.0	10.0		100.0	53.8%	YES
C2	#	6		1	4	1	1	13						3			1	1		5			
	%	46.2		7.7	30.8	7.7	7.7	100.0	3.0	26.7	2.8	3.0	NO	NO	60.0			20.0	20.0		100.0	0.0%	YES
C3	#	79	2	13	50	1	3	148						4		4	2			10			
	%	53.4	1.4	8.8	33.8	0.7	2.0	100.0	2.5	32.6	3.1	1.1	NO	2.4	40.0	40.0	20.0			100.0	56.0%	YES	22.6%
C4	#	82	4	11	75	5	10	187						8		2	12		1	23			
	%	43.9	2.1	5.9	40.1	2.7	5.3	100.0	2.6	33.0	3.2	0.5	NO	0.5	34.8		8.7	52.2		4.3	100.0	80.8%	YES
C5	#	36	3	8	51	4	13	115						5	2	2	10	1	5	25			
	%	31.3	2.6	7.0	44.3	3.5	11.3	100.0	2.3	36.1	3.3	NO	NO	NO	20.0	8.0	8.0	40.0	4.0	20.0	100.0	YES	YES
C6	#	12	1	3	29	4	4	53						2	1		3	1	1	8			
	%	22.6	1.9	5.7	54.7	7.5	7.5	100.0	3.2	33.3	4.5	1.3	NO	NO	25.0	12.5		37.5	12.5	12.5	100.0	59.4%	YES
C7	#	2			2	1		5															
	%	40.0			40.0	20.0		100.0	4.6	50.3	13.8	4.6	10.3	NO							100.0	0.0%	79.5%
C8 and C9	#	42	2	6	25	3	2	80						16	1	5	9		2	33			
	%	52.5	2.5	7.5	31.3	3.8	2.5	100.0	5.0	27.2	3.1	2.5	NO	NO	48.5	3.0	15.2	27.3		6.1	100.0	50.0%	YES
E2	#	101	16	9	180	52	19	377						14	1	2	33	3	1	54			
	%	26.8	4.2	2.4	47.7	13.8	5.0	100.0	5.0	38.0	13.1	0.8	NO	NO	25.9	1.9	3.7	61.1	5.6	1.9	100.0	84.0%	YES

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

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

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

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

Level of Goal Attainment for 2019: 86.7 percent
Level of Goal Attainment for 2020: 84.8 percent
Level of Goal Attainment for 2021: 84.3 percent

College of Charleston (Page 2 of 2)

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

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	# 19	4	4	9	8	1	45																
	% 42.2	8.9	8.9	20.0	17.8	2.2	100.0	9.4	22.3	10.1	0.5	2.3	NO		20.0		40.0	40.0		100.0	94.7%	89.7%	YES
E4	# 12	3	1	1	7	1	25	12.6	3.7	5.1	0.6	NO	NO	4	1		1			6	95.2%	YES	YES
	% 48.0	12.0	4.0	4.0	28.0	4.0	100.0							66.7	16.7		16.7			100.0			
E5	# 5	1		35	23	3	67	3.7	57.9	18.3	2.2	5.7	NO	2			5	2	1	10	40.5%	90.2%	YES
	% 7.5	1.5		52.2	34.3	4.5	100.0							20.0			50.0	20.0	10.0	100.0			
E6	# 2	1		6	4		13	5.0	57.8	15.7	NO	11.6	NO								YES	79.9%	YES
	% 15.4	7.7		46.2	30.8		100.0													100.0			
E7	# 22	25	5		1		53	18.8	3.7	1.5	NO	3.7	NO	5	1	1		1		8	YES	0.0%	YES
	% 41.5	47.2	9.4		1.9		100.0							62.5	12.5	12.5		12.5		100.0			
E8	# 9	16			22		47	27.0	12.5	14.4	NO	12.5	NO	1				2		3	YES	0.0%	YES
	% 19.1	34.0			46.8		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 2019: 86.7 percent
Level of Goal Attainment for 2020: 84.8 percent
Level of Goal Attainment for 2021: 84.3 percent

Department of Commerce

Agency Director: Harry M. Lightsey III

EEO Officer: Lori Adler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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		21	7		40													2			
	% 27.5	2.5		52.5	17.5		100.0	3.8	34.1	9.0	1.3	NO	NO				100.0			100.0	65.8%	YES	YES
E2	# 14	5	1	19	4	1	44	4.0	35.9	8.0	NO	NO	NO	2			2	2		6	YES	YES	YES
	% 31.8	11.4	2.3	43.2	9.1	2.3	100.0							33.3			33.3	33.3		100.0			
E3	# 1			2	1		4	6.5	18.8	6.0	NO	NO	NO		1		1			2	YES	YES	YES
	% 25.0			50.0	25.0		100.0							50.0			50.0			100.0			
E6	#			3			3	0.7	66.2	17.4	0.7	NO	17.4								0.0%	YES	0.0%
	%			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 2019: 96.4 percent
 Level of Goal Attainment for 2020: 95.9 percent
 Level of Goal Attainment for 2021: 96.6 percent

Office of the Comptroller General

Agency Director: Richard Eckstrom
EEO Officer: Allison Williams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	4.0	38.8	9.9	4.0	5.5	NO							100.0	0.0%	85.8%	YES
	% 55.6			33.3	11.1		100.0																
E2	# 1			5	1		7	2.5	46.7	10.6	NO	NO	NO							100.0	YES	YES	YES
	% 14.3			71.4	14.3		100.0																
E5	# 1			4	2	1	8	2.7	47.0	11.3	2.7	NO	NO						1	1	0.0%	YES	YES
	% 12.5			50.0	25.0	12.5	100.0												100.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 97.5 percent
Level of Goal Attainment for 2020: 98.8 percent
Level of Goal Attainment for 2021: 98.0 percent

Department of Consumer Affairs

Agency Director: Carri Grube Lybarker
EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021						3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability																	
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF														
E1	# 1			3	2		6				2.5	37.9	4.0							100.0	2.5	NO	NO											0.0%	YES	YES	
	% 16.7			50.0	33.3		100.0																														
E2	# 10	7		6	11	2	36				3.2	36.1	7.2				2	2		2		1	7		28.6	28.6		28.6			14.3	100.0	YES	46.3%	YES		
	% 27.8	19.4		16.7	30.6	5.6	100.0																														
E5	# 1			1			1				0.8	67.2	17.7								0.8	NO	17.7												0.0%	YES	0.0%
	% 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 2019: 89.1 percent
Level of Goal Attainment for 2020: 86.7 percent
Level of Goal Attainment for 2021: 91.0 percent

Department of Corrections (Page 1 of 2)

Agency Director: Bryan P. Stirling

EEO Officer: Donnette Jeffcoat

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	#	15	16	1	6	23	2	63																
	%	23.8	25.4	1.6	9.5	36.5	3.2	100.0	17.1	14.3	23.2	NO	4.8	NO		50.0		12.5	25.0	12.5	100.0	YES	66.4%	YES
E1B	#	71	35	3	41	50	1	201																
	%	35.3	17.4	1.5	20.4	24.9	0.5	100.0	12.8	21.8	17.4	NO	1.4	NO	32.1	13.2	1.9	28.3	24.5	100.0	YES	93.6%	YES	
E2A	#	59	16	1	87	52	3	218																
	%	27.1	7.3	0.5	39.9	23.9	1.4	100.0	7.3	40.6	11.4	0.0	0.7	NO	7	2		21	13	43	100.0	YES	98.3%	YES
E2B	#	107	67	10	151	209	10	554																
	%	19.3	12.1	1.8	27.3	37.7	1.8	100.0	6.8	39.5	19.1	NO	12.2	NO	19.2	10.0	3.8	30.0	35.4	1.5	100.0	YES	69.1%	YES
E2C	#	22	28	2	28	103	5	188																
	%	11.7	14.9	1.1	14.9	54.8	2.7	100.0	4.5	44.0	15.5	NO	29.1	NO	1	16	2	14	43	3	79	100.0	YES	33.9%
E3A	#	18	4	1	39	23	3	88																
	%	20.5	4.5	1.1	44.3	26.1	3.4	100.0	6.9	38.9	22.9	2.4	NO	NO	5			12	11	1	29	100.0	65.2%	YES
E3B	#	1	1		13	17	1	33																
	%	3.0	3.0		39.4	51.5	3.0	100.0	2.8	30.3	32.1	NO	NO	NO	1			3	6		10	100.0	YES	YES
E4A	#	125	183	16	30	235	4	593																
	%	21.1	30.9	2.7	5.1	39.6	0.7	100.0	26.3	2.5	38.7	NO	NO	NO	30	50	5	11	60	2	158	100.0	YES	YES
E4B	#	169	187	28	69	285	9	747																
	%	22.6	25.0	3.7	9.2	38.2	1.2	100.0	26.6	2.3	39.3	1.6	NO	1.1	48	33	13	14	70	4	182	100.0	94.0%	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 2019: 85.3 percent
 Level of Goal Attainment for 2020: 87.8 percent
 Level of Goal Attainment for 2021: 87.9 percent

Department of Corrections (Page 2 of 2)

Agency Director: Bryan P. Stirling

EEO Officer: Donnette Jeffcoat

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	202	191	19	82	353	13	860	26.7	2.3	39.4	4.5	NO	NO	108	85	10	46	221	12	482	83.1%	YES	YES	
%	23.5	22.2	2.2	9.5	41.0	1.5	100.0							22.4	17.6	2.1	9.5	45.9	2.5	100.0				
#	12	16		65	96	8	197	6.9	40.5	23.5	NO	7.5	NO	3	4		14	32	2	55	YES	81.5%	YES	
%	6.1	8.1		33.0	48.7	4.1	100.0							5.5	7.3		25.5	58.2	3.6	100.0				
E6A	11	4		27	45	3	90	6.9	37.3	26.6	2.5	7.3	NO	5	2		22	26	1	56	63.8%	80.4%	YES	
%	12.2	4.4		30.0	50.0	3.3	100.0							8.9	3.6		39.3	46.4	1.8	100.0				
E7A	121	26	2	4	1		154	14.8	13.3	4.5	NO	10.7	3.9	19	1		2	1		23	YES	19.5%	13.3%	
%	78.6	16.9	1.3	2.6	0.6		100.0							82.6	4.3		8.7	4.3		100.0				
E8A	46	18	5	10	26	3	108	11.9	29.8	16.1	NO	20.5	NO	10	11	4	3	9	3	40	YES	31.2%	YES	
%	42.6	16.7	4.6	9.3	24.1	2.8	100.0							25.0	27.5	10.0	7.5	22.5	7.5	100.0				
E8B	17	19	2	13	33	5	89	13.5	22.4	28.8	NO	7.8	NO	10	11		5	20	1	47	YES	65.2%	YES	
%	19.1	21.3	2.2	14.6	37.1	5.6	100.0							21.3	23.4		10.6	42.6	2.1	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 2019: 85.3 percent
 Level of Goal Attainment for 2020: 87.8 percent
 Level of Goal Attainment for 2021: 87.9 percent

Criminal Justice Academy

Agency Director: Lewis J. Swindler

EEO Officer: Florence McCants

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	1		2	2		11	4.7	28.4	7.4	NO	10.2	NO							1			
	% 54.5	9.1		18.2	18.2		100.0							100.0						100.0	YES	64.1%	YES
E2	# 5	4	1	11	2		23	5.7	34.7	10.8	NO	NO	2.1			1		1		2			
	% 21.7	17.4	4.3	47.8	8.7		100.0							50.0		50.0			100.0	YES	YES	80.6%	*
E2A	# 5	1	1		1		8	4.2	31.9	8.5	NO	31.9	NO										
	% 62.5	12.5	12.5		12.5		100.0												100.0	YES	0.0%	YES	
E2B	# 26	1	2	7	2		38	3.8	32.2	6.3	1.2	13.8	1.0	5		1		1	7				
	% 68.4	2.6	5.3	18.4	5.3		100.0							71.4		14.3		14.3	100.0	68.4%	57.1%	84.1%	*
E3	# 1						1	3.1	12.7	5.2	3.1	12.7	5.2										
	% 100.0						100.0												100.0	0.0%	0.0%	0.0%	*
E5	# 1			11	3	1	16	3.8	50.4	20.3	3.8	NO	1.5				1		1				
	% 6.3			68.8	18.8	6.3	100.0									100.0			100.0	0.0%	YES	92.6%	*
E7 and E8	# 12	2	2	3	1		20	15.9	6.6	10.3	5.9	NO	5.3	1	1				2				
	% 60.0	10.0	10.0	15.0	5.0		100.0							50.0	50.0				100.0	62.9%	YES	48.5%	
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 78.2 percent
 Level of Goal Attainment for 2020: 74.8 percent
 Level of Goal Attainment for 2021: 79.9 percent

School for the Deaf and Blind

Agency Director: Jolene Madison

EEO Officer: Monique Mosley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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												3				
	%	33.3	8.3		50.0	8.3		100.0	4.6	37.9	8.9	NO	NO	0.6						100.0				
E2	#	28	6		79	21	2	136						1			3		17					
	%	20.6	4.4		58.1	15.4	1.5	100.0	4.0	45.6	14.0	NO	NO	NO	5.9		76.5	17.6		100.0	YES	YES	YES	
E3	#	3			4	1		8																
	%	37.5			50.0	12.5		100.0	6.0	33.2	13.5	6.0	NO	1.0						100.0	0.0%	YES	92.6%	
E5	#	8	1		39	32	4	84						1			10	3	14					
	%	9.5	1.2		46.4	38.1	4.8	100.0	5.7	44.8	22.3	4.5	NO	NO	7.1		71.4	21.4		100.0	21.1%	YES	YES	
E6	#	1		1	5	2		9									1		1					
	%	11.1		11.1	55.6	22.2		100.0	0.2	73.1	12.7	0.2	17.5	NO			100.0			100.0	0.0%	76.1%	YES	
E7	#	7			1			8																
	%	87.5			12.5			100.0	9.7	12.8	0.3	9.7	0.3	0.3						100.0	0.0%	97.7%	0.0%	
E8	#	2			1	1		4						4			2		6					
	%	50.0			25.0	25.0		100.0	0.9	7.1	1.2	0.9	NO	NO	66.7		33.3			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 2019: 89.0 percent
 Level of Goal Attainment for 2020: 89.1 percent
 Level of Goal Attainment for 2021: 92.5 percent

Department of Disabilities and Special Needs

Agency Director: Dr. Michelle Gough Fry

EEO Officer: Elizabeth Lemmond

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14	5		26	13		58							4	2		6	1		13			
	% 24.1	8.6		44.8	22.4		100.0	5.2	36.4	12.4	NO	NO	NO	30.8	15.4		46.2	7.7		100.0	YES	YES	YES
E2	# 24	32	1	94	168	9	328							4	6	1	25	27	3	66			
	% 7.3	9.8	0.3	28.7	51.2	2.7	100.0	7.5	37.8	19.6	NO	9.1	NO	6.1	9.1	1.5	37.9	40.9	4.5	100.0	YES	75.9%	YES
E3	# 4	3	1	35	30	2	75							1		1	7	7		16			
	% 5.3	4.0	1.3	46.7	40.0	2.7	100.0	3.5	44.7	26.5	NO	NO	NO	6.3		6.3	43.8	43.8		100.0	YES	YES	YES
E5	# 10	94		66	426	8	604							11	42		71	284	9	417			
	% 1.7	15.6		10.9	70.5	1.3	100.0	4.9	24.6	52.8	NO	13.7	NO	2.6	10.1		17.0	68.1	2.2	100.0	YES	44.3%	YES
E6	# 3	1		9	31		44								1		1	5		7			
	% 6.8	2.3		20.5	70.5		100.0	1.6	51.5	27.9	NO	31.0	NO		14.3		14.3	71.4		100.0	YES	39.8%	YES
E7	# 22	6	1	1	1		31							1	4					5			
	% 71.0	19.4	3.2	3.2	3.2		100.0	3.2	1.0	0.2	NO	NO	NO	20.0	80.0					100.0	YES	YES	YES
E8	# 22	22		10	67	3	124							4	7	1	4	10	3	29			
	% 17.7	17.7		8.1	54.0	2.4	100.0	20.1	12.9	11.9	2.4	4.8	NO	13.8	24.1	3.4	13.8	34.5	10.3	100.0	88.1%	62.8%	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 2019: 90.7 percent
 Level of Goal Attainment for 2020: 88.6 percent
 Level of Goal Attainment for 2021: 91.0 percent

Department of Education

Agency Director: Molly M. Spearman

EEO Officer: Lisa K. McCloud

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		13	7	30								1		2			3			
	%	26.7	6.7		43.3	23.3	100.0	5.6	31.2	14.0	NO	NO	NO		33.3		66.7			100.0	YES	YES	YES
E2A	#	50	13	1	101	60	235							5	1		22	5		33			
	%	21.3	5.5	0.4	43.0	25.5	100.0	6.5	36.2	17.8	1.0	NO	NO	15.2	3.0		66.7	15.2		100.0	84.6%	YES	YES
E2B	#	37	9	1	26	25	101							3			3	4	1	11			
	%	36.6	8.9	1.0	25.7	24.8	100.0	10.6	26.5	12.6	1.7	0.8	NO	27.3			27.3	36.4	9.1	100.0	84.0%	97.0%	YES
E2C	#	12	7	1	29	20	70							2			2	4	1	9			
	%	17.1	10.0	1.4	41.4	28.6	100.0	4.2	42.8	11.1	NO	1.4	NO	22.2			22.2	44.4	11.1	100.0	YES	96.7%	YES
E3	#	8	2	3	3	2	19																
	%	42.1	10.5	15.8	15.8	10.5	100.0	11.1	15.9	14.3	0.6	0.1	3.8							100.0	94.6%	99.4%	73.4%
E5 and E6	#	2	1		18	25	48																
	%	4.2	2.1		37.5	52.1	100.0	2.3	56.9	23.3	0.2	19.4	NO							100.0	91.3%	65.9%	YES
E7	#	241	64	7	27	3	342							35	10		3			48			
	%	70.5	18.7	2.0	7.9	0.9	100.0	21.0	3.3	1.5	2.3	NO	0.6	72.9	20.8		6.3			100.0	89.0%	YES	60.0%
	#																						
	%																						

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 2019: 85.0 percent
 Level of Goal Attainment for 2020: 89.9 percent
 Level of Goal Attainment for 2021: 92.2 percent

South Carolina Education Lottery

Agency Director: Wm. Hogan Brown

EEO Officer: Claire Jones

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	2	1	6	2		17							1			2	1		4			
	% 35.3	11.8	5.9	35.3	11.8		100.0	3.9	28.4	5.2	NO	NO	NO	25.0			50.0	25.0		100.0	YES	YES	YES
E2	# 16	9	2	21	9	3	60	4.7	32.6	7.6	NO	NO	NO	1	1		6			8	YES	YES	YES
	% 26.7	15.0	3.3	35.0	15.0	5.0	100.0							12.5	12.5		75.0			100.0	YES	YES	YES
E3	# 5	1	3		4		13	12.8	19.4	8.6	5.1	19.4	NO	1		1		1		3	60.2%	0.0%	YES
	% 38.5	7.7	23.1		30.8		100.0							33.3		33.3		33.3		100.0			
E5	# 1			7	5		13	5.0	41.6	16.9	NO	NO	NO		1		2			3	YES	YES	YES
	% 7.7			53.8	38.5		100.0							33.3		66.7				100.0			
E6	# 1			4	1		6	5.6	46.7	20.3	5.6	NO	3.6	1				2		3	0.0%	YES	82.3%
	% 16.7			66.7	16.7		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 2019: 91.7 percent
 Level of Goal Attainment for 2020: 91.7 percent
 Level of Goal Attainment for 2021: 88.7 percent

Educational Television

Agency Director: Anthony Padgett

EEO Officer: Thomas W. Mayer

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	3		9								1			1		2			
	% 44.4	11.1		11.1	33.3		100.0	6.4	28.4	8.7	NO	17.3	NO		50.0			50.0		100.0	YES	39.1%	YES
E2A	# 25	5	2	12	4	2	50	10.4	19.8	5.4	0.4	NO	NO		1		1			2	96.2%	YES	YES
	% 50.0	10.0	4.0	24.0	8.0	4.0	100.0								50.0		50.0			100.0			
E2B	# 5	3		12	8	1	29	9.2	28.1	7.8	NO	NO	NO		2			1		3	YES	YES	YES
	% 17.2	10.3		41.4	27.6	3.4	100.0								66.7			33.3		100.0			
E2C	# 7	2	1	3	2		15	7.8	16.5	5.3	NO	NO	NO							100.0	YES	YES	YES
	% 46.7	13.3	6.7	20.0	13.3		100.0													100.0			
E3	# 12	3	1	1	2		19	15.5	15.5	1.1	NO	10.2	NO		1					1	YES	34.2%	YES
	% 63.2	15.8	5.3	5.3	10.5		100.0								100.0					100.0			
E5 and E6	#			2			2	2.9	56.2	22.1	2.9	NO	22.1				1			1	0.0%	YES	0.0%
	%			100.0			100.0										100.0			100.0			
E7	# 5						5	14.7	3.6	0.6	14.7	3.6	0.6							100.0	0.0%	0.0%	0.0%
	% 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 2019: 82.4 percent
 Level of Goal Attainment for 2020: 92.2 percent
 Level of Goal Attainment for 2021: 91.8 percent

State Election Commission

Agency Director: Howard Knapp

EEO Officer: Barbara Pittelli

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		1	2	3		13												3		*		
	%	53.8		7.7	15.4	23.1		100.0	7.0	29.2	9.7	7.0	13.8	NO						100.0	0.0%	52.7%	YES	*
E3, E5 and E6	#	4	2		2			8						1	2		1			4		*	*	*
	%	50.0	25.0		25.0			100.0	5.5	34.8	9.7	NO	9.8	9.7	25.0	50.0		25.0		100.0	YES	71.8%	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 2019: 87.6 percent
 Level of Goal Attainment for 2020: 88.0 percent
 Level of Goal Attainment for 2021: 81.1 percent

Department of Employment and Workforce

Agency Director: G. Daniel Ellzey

EEO Officer: Shalish Shine

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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		3	1		13																	
	% 53.8	15.4		23.1	7.7		100.0	3.2	20.5	2.2	NO	NO	NO							100.0	YES	YES	YES	
E2A	# 9	9	2	37	74	12	143																	
	% 6.3	6.3	1.4	25.9	51.7	8.4	100.0	4.0	39.4	12.7	NO	13.5	NO	9.3	3.7	3.7	14.8	51.9	16.7	100.0	YES	65.7%	YES	
E2B	# 32	26	2	40	78		178																	
	% 18.0	14.6	1.1	22.5	43.8		100.0	3.6	42.8	8.8	NO	20.3	NO	25.0	5.6	8.3	5.6	52.8	2.8	100.0	YES	52.6%	YES	
E2C	# 35	10	1	52	40	6	144																	
	% 24.3	6.9	0.7	36.1	27.8	4.2	100.0	3.0	36.1	6.8	NO	0.0	NO	28.6	7.1		28.6	35.7		100.0	YES	YES	YES	
E2D	# 14	7	2	7	9	1	40																	
	% 35.0	17.5	5.0	17.5	22.5	2.5	100.0	3.1	25.7	3.2	NO	8.2	NO	1	1					2	100.0	YES	68.1%	YES
E3	# 9	3		7	3	3	25																	
	% 36.0	12.0		28.0	12.0	12.0	100.0	5.3	17.6	3.3	NO	NO	NO							100.0	YES	YES	YES	
E6, E7 and E8	# 9	2		5	11	1	28																	
	% 32.1	7.1		17.9	39.3	3.6	100.0	4.1	30.4	6.3	NO	12.5	NO							100.0	YES	58.9%	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 2019: 91.8 percent
 Level of Goal Attainment for 2020: 92.3 percent
 Level of Goal Attainment for 2021: 92.6 percent

Board of Financial Institutions

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	5	2		5	1								2						2				*
	%	38.5	15.4		38.5	7.7					NO	NO	1.3	100.0						100.0	YES	YES	85.6%	*
E2	#	7	5	1	9	7	1							3	1		3	2		9	YES	72.5%	YES	
	%	23.3	16.7	3.3	30.0	23.3	3.3				NO	11.4	NO	33.3	11.1		33.3	22.2		100.0	YES			
	#																			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 2019: 94.0 percent
 Level of Goal Attainment for 2020: 96.8 percent
 Level of Goal Attainment for 2021: 93.0 percent

State Fiscal Accountability Authority

Agency Director: Grant Gillespie
EEO Officer: Marick Walters

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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																	
%	33.3	22.2		33.3	11.1		100.0	5.1	25.4	5.5	NO	NO	NO								100.0	YES	YES	YES
#	38	4	1	34	19	3	99							1			5	2	1	9				
%	38.4	4.0	1.0	34.3	19.2	3.0	100.0	3.5	32.0	9.9	NO	NO	NO	11.1			55.6	22.2	11.1	100.0	YES	YES	YES	
E5				1	3		4																	
%				25.0	75.0		100.0	1.2	63.4	18.2	1.2	38.4	NO								100.0	0.0%	39.4%	YES
E6				2	1		3																	
%				66.7	33.3		100.0	0.6	65.4	20.9	0.6	NO	NO								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 2019: 95.3 percent
Level of Goal Attainment for 2020: 95.2 percent
Level of Goal Attainment for 2021: 93.9 percent

Forestry Commission

Agency Director: Scott Phillips

EEO Officer: Lynn Rivers

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021						Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21						% OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10			2		12							1						1			
	%	83.3			16.7		100.0	4.3	22.6	3.9	4.3	5.9	3.9	100.0						100.0	0.0%	73.9%	0.0%
E2A and E2B	#	80	1	1	22	3	2	109						7			3	1	2	13			
	%	73.4	0.9	0.9	20.2	2.8	1.8	100.0	4.5	13.9	2.1	3.6	NO	NO	53.8			23.1	7.7	15.4	100.0	20.0%	YES
E3	#	8	1		9	1	19																
	%	42.1	5.3		47.4	5.3	100.0	5.3	27.1	13.6	0.0	NO	8.3							100.0	YES	YES	39.0%
E4	#	148	6		3		157							18			2		20				
	%	94.3	3.8		1.9		100.0	16.2	1.8	0.1	12.4	NO	0.1	90.0			10.0		100.0	23.5%	YES	0.0%	
E5	#				7	1	1	9							1		2		4				
	%				77.8	11.1	11.1	100.0	0.6	68.0	17.2	0.6	NO	6.1	25.0		50.0		25.0	100.0	0.0%	YES	64.5%
E6	#	2			10	1	13							2			3	3	8				
	%	15.4			76.9	7.7	100.0	3.8	44.4	16.4	3.8	NO	8.7	25.0			37.5	37.5	100.0	0.0%	YES	47.0%	
E7	#	5	2				7							1					1				
	%	71.4	28.6				100.0	13.5	0.2	0.6	NO	0.2	0.6	100.0					100.0	YES	0.0%	0.0%	
E8	#	3	2				5							1					1				
	%	60.0	40.0				100.0	13.4	1.5	1.0	NO	1.5	1.0	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 2019: 78.9 percent
 Level of Goal Attainment for 2020: 71.9 percent
 Level of Goal Attainment for 2021: 77.9 percent

Francis Marion University

President: Dr. Fred Carter

EEO Officer: LaTasha Brand

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	17	1		9	2	29							6	2		1			9			
	%	58.6	3.4		31.0	6.9	100.0	7.0	24.0	5.9	3.6	NO	NO	66.7	22.2		11.1			100.0	48.6%	YES	YES
C2 and C3	#	48	1	2	27	1	3	82	2.9	34.4	4.4	1.7	1.5	1			5			6	41.4%	95.6%	27.3%
	%	58.5	1.2	2.4	32.9	1.2	3.7	100.0						16.7			83.3			100.0			
C4 and C5	#	47	2	3	49	5	3	109	2.5	32.4	3.2	0.7	NO	8	1	1	14			24	72.0%	YES	YES
	%	43.1	1.8	2.8	45.0	4.6	2.8	100.0						33.3	4.2	4.2	58.3			100.0			
C6, C7, C8 and C9	#	13	1		22	4	40	5.8	27.5	3.7	3.3	NO	NO	3	1	4	1			9	43.1%	YES	YES
	%	32.5	2.5		55.0	10.0	100.0							33.3	11.1	44.4	11.1			100.0			
E2	#	19	8		35	11	73	5.4	33.1	14.6	NO	NO	NO	6			11	3		20	YES	YES	YES
	%	26.0	11.0		47.9	15.1	100.0							30.0			55.0	15.0		100.0			
E3	#	5	3	1	5		14	13.5	12.1	2.2	NO	NO	2.2	1	1		1			3	YES	YES	0.0%
	%	35.7	21.4	7.1	35.7		100.0							33.3	33.3		33.3			100.0			
E4 and E7	#	22	3		2		27	22.5	4.1	22.5	11.4	NO	22.5	6	2		1			9	49.3%	YES	0.0%
	%	81.5	11.1		7.4		100.0							66.7	22.2		11.1			100.0			
E5 and E6	#	3	1		25	12	41	3.7	51.0	17.1	1.3	NO	NO				4	4		8	64.9%	YES	YES
	%	7.3	2.4		61.0	29.3	100.0										50.0	50.0		100.0			
E8	#	7	21		2	20	50	40.0	8.0	9.7	NO	4.0	NO								YES	50.0%	YES
	%	14.0	42.0		4.0	40.0	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 2019: 79.2 percent
 Level of Goal Attainment for 2020: 68.3 percent
 Level of Goal Attainment for 2021: 80.5 percent

Governor's School for Agriculture at John de la Howe

Agency Director: Timothy Keown
EEO Officer: Christa Wiebelt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2		2		1	5													1			
	%	40.0		40.0		20.0	100.0	5.2	39.1	11.9	NO	NO	11.9				100.0			100.0	YES	YES	0.0%
E2	#	10	3	10	6	1	30							6	1		3	3		13			
	%	33.3	10.0	33.3	20.0	3.3	100.0	6.2	41.6	17.3	NO	8.3	NO	46.2	7.7		23.1	23.1		100.0	YES	80.0%	YES
E5	#			2			2										3			3			
	%			100.0			100.0	0.4	70.3	14.9	0.4	NO	14.9				100.0			100.0	0.0%	YES	0.0%
E7 and E8	#	7	3	4	1		15							2			1			3			
	%	46.7	20.0	26.7	6.7		100.0	17.7	8.8	9.8	NO	NO	3.1	66.7			33.3			100.0	YES	YES	68.4%
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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 2019: 78.6 percent
Level of Goal Attainment for 2020: 89.2 percent
Level of Goal Attainment for 2021: 94.3 percent

Governor's School for Science & Mathematics

Agency Director: Daniel Dorsel

EEO Officer: Anne Brumley

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 9	3		13	6		31							1			1	3		5			
	% 29.0	9.7		41.9	19.4		100.0	6.4	34.5	11.0	NO	NO	NO	20.0			20.0	60.0		100.0	YES	YES	YES
C6	# 18		3	15	2	2	40																
	% 45.0		7.5	37.5	5.0	5.0	100.0	5.0	41.8	8.2	5.0	4.3	3.2							100.0	0.0%	89.7%	61.0%
E3, E5 and E6	# 3			6	2	1	12																
	% 25.0			50.0	16.7	8.3	100.0	4.4	42.8	14.0	4.4	NO	NO							100.0	0.0%	YES	YES
T1	# 5				2		7																
	% 71.4				28.6		100.0	4.2	37.5	10.2	4.2	37.5	NO							100.0	0.0%	0.0%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 81.3 percent
 Level of Goal Attainment for 2020: 77.5 percent
 Level of Goal Attainment for 2021: 75.1 percent

Governor's School for the Arts & Humanities

Agency Director: Cedric Adderley

EEO Officer: LaTomya Doctor

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021						3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21						6 % OF Goals Met Based on Adjusted 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													1			
	% 20.0	20.0		40.0	20.0		100.0	3.4	37.9	8.5	NO	NO	NO				100.0			100.0	YES	YES	YES
E2	# 22	1		26	10	2	61	6.0	42.1	14.7	4.4	NO	NO	2	1		8	4	2	17	26.7%	YES	YES
	% 36.1	1.6		42.6	16.4	3.3	100.0							11.8	5.9		47.1	23.5	11.8	100.0			
E3, E4, E5, E6, E7 and E8	# 10	2		4	3		19	15.9	30.8	15.7	5.4	9.7	NO				2	2	1	5	66.0%	68.5%	YES
	% 52.6	10.5		21.1	15.8		100.0										40.0	40.0	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 2019: 87.1 percent
 Level of Goal Attainment for 2020: 82.8 percent
 Level of Goal Attainment for 2021: 84.6 percent

Department of Health and Environmental Control

Agency Director: Dr. Edward Simmer

EEO Officer: Patrice L. Witt

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	#	123	14	3	125	63	7	335						4	2		4	2		12			
	%	36.7	4.2	0.9	37.3	18.8	2.1	100.0	4.0	21.5	3.8	NO	NO	NO	33.3	16.7		33.3	16.7		100.0	YES	YES
E2A	#	30	7	1	339	155	16	548						1			9	1		11			
	%	5.5	1.3	0.2	61.9	28.3	2.9	100.0	1.8	54.5	13.1	0.5	NO	NO			81.8	9.1		100.0	72.2%	YES	YES
E2B	#	120	49	7	319	235	19	749						6	1		13	4		24			
	%	16.0	6.5	0.9	42.6	31.4	2.5	100.0	6.3	34.6	10.4	NO	NO	NO	25.0	4.2		54.2	16.7		100.0	YES	YES
E2C	#	308	32	14	288	53	15	710						6	3		11	6	2	28			
	%	43.4	4.5	2.0	40.6	7.5	2.1	100.0	2.7	20.2	1.5	NO	NO	NO	21.4	10.7		39.3	21.4	7.1	100.0	YES	YES
E3	#	34	10	1	51	38	6	140						3						3			
	%	24.3	7.1	0.7	36.4	27.1	4.3	100.0	3.1	32.1	22.0	NO	NO	NO	100.0						100.0	YES	YES
E5	#	4	6		96	105	9	220								1	2	2	1	6			
	%	1.8	2.7		43.6	47.7	4.1	100.0	2.5	60.0	22.9	NO	16.4	NO			16.7	33.3	33.3	16.7	100.0	YES	72.7%
E6	#	4	3	3	114	151	16	291						6			5	3	1	15			
	%	1.4	1.0	1.0	39.2	51.9	5.5	100.0	8.4	35.3	26.7	7.4	NO	NO	40.0			33.3	20.0	6.7	100.0	11.9%	YES
E7 and E8	#	11	14	1		2		28							1					1			
	%	39.3	50.0	3.6		7.1		100.0	20.7	7.9	3.1	NO	7.9	NO		100.0				100.0	YES	0.0%	YES
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 89.1 percent
 Level of Goal Attainment for 2020: 85.8 percent
 Level of Goal Attainment for 2021: 86.9 percent

Department of Health and Human Services

Agency Director: Robert Kerr

EEO Officer: Kayla Thurston

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7	3	1	10	6		27							1	1		1	2		5			
	% 25.9	11.1	3.7	37.0	22.2		100.0	5.6	26.4	7.2	NO	NO	NO	20.0	20.0		20.0	40.0		100.0	YES	YES	YES
E2A	# 18	11	1	69	93	7	199	5.6	32.6	17.4	0.1	NO	NO	4	4	1	15	21	2	47	98.2%	YES	YES
	% 9.0	5.5	0.5	34.7	46.7	3.5	100.0							8.5	8.5	2.1	31.9	44.7	4.3	100.0			
E2B	# 39	22	4	265	371	25	726	5.2	39.5	25.6	2.2	3.0	NO	11	4	1	68	102	7	193	57.7%	92.4%	YES
	% 5.4	3.0	0.6	36.5	51.1	3.4	100.0							5.7	2.1	0.5	35.2	52.8	3.6	100.0			
E3	# 25	14	4	4	18	2	67	7.1	25.7	7.4	NO	19.7	NO	10	9	4	2	8	1	34	YES	23.3%	YES
	% 37.3	20.9	6.0	6.0	26.9	3.0	100.0							29.4	26.5	11.8	5.9	23.5	2.9	100.0			
E5	# 3			8	16	1	28	2.5	59.2	16.7	NO	30.6	NO				2	2	2	6	YES	48.3%	YES
	% 10.7			28.6	57.1	3.6	100.0									33.3	33.3	33.3		100.0			
E6 and E8	# 2	5		18	31	1	57	5.9	45.6	21.5	NO	14.0	NO	2	1		2	11	1	17	YES	69.3%	YES
	% 3.5	8.8		31.6	54.4	1.8	100.0							11.8	5.9		11.8	64.7	5.9	100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 89.5 percent
 Level of Goal Attainment for 2020: 89.6 percent
 Level of Goal Attainment for 2021: 88.3 percent

Commission on Higher Education

Agency Director: Dr. Rusty Monhollon

EEO Officer: Christa Wiebelt

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	6		3	6	1	18												6				
	%	11.1	33.3		16.7	33.3	5.6	100.0	4.2	27.5	6.4	NO	10.8	NO	33.3	50.0			16.7		100.0	YES	60.7%	YES
E2	#	1			1	4		6												2				
	%	16.7			16.7	66.7		100.0	4.1	39.5	17.7	4.1	22.8	NO					50.0	50.0	100.0	0.0%	42.3%	YES
E3	#				1			1												1				
	%				100.0			100.0	12.1	15.5	10.8	12.1	15.5	NO						100.0	100.0	0.0%	0.0%	YES
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 69.1 percent
 Level of Goal Attainment for 2020: 73.2 percent
 Level of Goal Attainment for 2021: 83.8 percent

Commission on Indigent Defense

Agency Director: Hugh Ryan
EEO Officer: Lawrence Brown

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		4	1		19							3			2	1		6			
	% 63.2	10.5		21.1	5.3		100.0	4.1	24.5	4.9	NO	3.4	NO	50.0			33.3	16.7		100.0	YES	86.1%	YES
E2	# 10			7	1		18													100.0	0.0%	YES	YES
	% 55.6			38.9	5.6		100.0	3.5	24.6	4.8	3.5	NO	NO							100.0	0.0%	YES	YES
E3, E5 and E6	# 5	1		17	6		29							2	1		8	2	1	14			
	% 17.2	3.4		58.6	20.7		100.0	2.4	68.0	9.6	NO	9.4	NO	14.3	7.1		57.1	14.3	7.1	100.0	YES	86.2%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 94.9 percent
 Level of Goal Attainment for 2020: 94.3 percent
 Level of Goal Attainment for 2021: 96.5 percent

Department of Insurance

Agency Director: Raymond Farmer

EEO Officer: Grace Godwin

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	12	5		32	4.8	24.6	8.7	1.7*	NO	NO	3			3	1		7	64.6%*	YES	YES
%	40.6	3.1	3.1	37.5	15.6		100.0							42.9			42.9	14.3		100.0			
E2	14	3		11	15	5	48	5.4	30.0	16.6	NO	7.1	NO	2			7	3	3	15	YES	76.3%	YES
%	29.2	6.3		22.9	31.3	10.4	100.0							13.3			46.7	20.0	20.0	100.0			
E6				1	2		3	0.0	55.7	33.8	0.0	22.4*	NO	1						1	YES	59.8%*	YES
%				33.3	66.7		100.0							100.0						100.0			
#																							
%																							
#																							
%																							
#																							
%																							
#																							
%																							

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

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

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

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

Level of Goal Attainment for 2019: 90.7 percent
 Level of Goal Attainment for 2020: 80.9 percent
 Level of Goal Attainment for 2021: 89.0 percent

Department of Juvenile Justice

Agency Director: Eden Hendrick

EEO Officer: Edith Lucas

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	21		11	33		71						2	3			2		7					
	%	8.5	29.6		15.5	46.5		100.0	7.2	22.8	8.0	NO	7.3	NO	28.6	42.9			28.6		100.0	YES	68.0%	YES	
E2	#	89	170	9	234	387	18	907						17	32			41	50	1	141				
	%	9.8	18.7	1.0	25.8	42.7	2.0	100.0	6.3	40.5	20.4	NO	14.7	NO	12.1	22.7			29.1	35.5	0.7	100.0	YES	63.7%	YES
E3	#	11	2		2	10	2	27						1	1			2	4	1	9				
	%	40.7	7.4		7.4	37.0	7.4	100.0	9.2	27.5	12.3	1.8	20.1	NO	11.1	11.1			22.2	44.4	11.1	100.0	80.4%	26.9%	YES
E4	#	24	104	6	32	154	9	329						14	43	3		11	87	3	161				
	%	7.3	31.6	1.8	9.7	46.8	2.7	100.0	22.6	9.4	31.1	NO	NO	NO	8.7	26.7	1.9		6.8	54.0	1.9	100.0	YES	YES	YES
E5	#	2	7		17	24	3	53						1	1				1		3				
	%	3.8	13.2		32.1	45.3	5.7	100.0	5.4	53.3	16.5	NO	21.2	NO	33.3	33.3				33.3		100.0	YES	60.2%	YES
E6	#	2	3		25	28		58						1	1			4	4	1	11				
	%	3.4	5.2		43.1	48.3		100.0	1.5	64.9	17.7	NO	21.8	NO	9.1	9.1			36.4	36.4	9.1	100.0	YES	66.4%	YES
E7	#	4	8	2				14							1										
	%	28.6	57.1	14.3				100.0	13.0	1.4	0.5	NO	1.4	0.5		100.0							100.0	YES	0.0%
E8	#	5	8		1	13		27							1				3	1	5				
	%	18.5	29.6		3.7	48.1		100.0	19.4	14.2	20.6	NO	10.5	NO		20.0			60.0	20.0	100.0	100.0	YES	26.1%	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 2019: 86.4 percent
 Level of Goal Attainment for 2020: 84.0 percent
 Level of Goal Attainment for 2021: 86.0 percent

Department of Labor, Licensing and Regulations

Agency Director: Emily Farr
EEO Officer: Kathryn Britt

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	3	1		10							1						1			
	% 40.0	10.0	10.0	30.0	10.0		100.0	9.6	24.7	7.0	NO	NO	NO	100.0						100.0	YES	YES	YES
E2A	# 27	11	2	31	21	1	93							5			4	3		12			
	% 29.0	11.8	2.2	33.3	22.6	1.1	100.0	7.7	36.5	15.6	NO	3.2	NO	41.7			33.3	25.0		100.0	YES	91.2%	YES
E2B	# 48	11	3	60	38	7	167							8	6		18	7	1	40			
	% 28.7	6.6	1.8	35.9	22.8	4.2	100.0	5.7	30.9	13.9	NO	NO	NO	20.0	15.0		45.0	17.5	2.5	100.0	YES	YES	YES
E3	# 24	3	1	6	3		37							5	3	1	2	1		12			
	% 64.9	8.1	2.7	16.2	8.1		100.0	6.8	10.6	4.8	NO	NO	NO	41.7	25.0	8.3	16.7	8.3		100.0	YES	YES	YES
E5	# 4	1		26	36	3	70							1	1		7	6	2	17			
	% 5.7	1.4		37.1	51.4	4.3	100.0	7.7	26.5	37.1	6.3	NO	NO	5.9	5.9		41.2	35.3	11.8	100.0	18.2%	YES	YES
E6	# 1						1																
	% 100.0						100.0	32.1	16.5	14.7	32.1	16.5	14.7							100.0	0.0%	0.0%	0.0%
E7 and E8	# 3	2					5							2	5					2			
	% 60.0	40.0					100.0	26.7	3.4	0.5	NO	3.4	0.5	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 2019: 89.4 percent
Level of Goal Attainment for 2020: 89.6 percent
Level of Goal Attainment for 2021: 94.3 percent

Lander University (Page 1 of 2)

President: Richard Cosentino

EEO Officer: London Thomas

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	#	21	4	1	18	4		48						2			1	2		5			
	%	43.8	8.3	2.1	37.5	8.3		100.0	4.0	31.2	7.7	NO	NO	NO	40.0			20.0	40.0		100.0	YES	YES
C2 and C3	#	34		3	15	1	1	54	4.1	35.6	9.5						2		2				
	%	63.0		5.6	27.8	1.9	1.9	100.0	4.1	35.6	9.5	4.1	7.8	7.6			100.0			100.0	0.0%	78.1%	20.0%
C4 and C8	#	12			20	1	1	34	3.4	35.2	6.8	3.4	NO	3.9	2		4	4		10			
	%	35.3			58.8	2.9	2.9	100.0	3.4	35.2	6.8	3.4	NO	3.9	20.0		40.0	40.0		100.0	0.0%	YES	42.6%
C5	#	17		2	29	2	2	52	3.5	32.7	6.1	3.5	NO	2.3	5		1	6		12			
	%	32.7		3.8	55.8	3.8	3.8	100.0	3.5	32.7	6.1	3.5	NO	2.3	41.7		8.3	50.0		100.0	0.0%	YES	62.3%
C6, C7 and C9	#	38	1	3	37	3	4	86	4.7	28.4	4.3	3.5	NO	0.8	9	1	2	8	1	1	22		
	%	44.2	1.2	3.5	43.0	3.5	4.7	100.0	4.7	28.4	4.3	3.5	NO	0.8	40.9	4.5	9.1	36.4	4.5	4.5	100.0	25.5%	YES
E2	#	36	7	1	54	9	1	108	6.3	34.5	13.8	NO	NO	5.5	8	4		15	3	2	32		
	%	33.3	6.5	0.9	50.0	8.3	0.9	100.0	6.3	34.5	13.8	NO	NO	5.5	25.0	12.5		46.9	9.4	6.3	100.0	YES	YES
E3 and E4	#	16	1		4	1		22	7.6	14.0	4.2	3.1	NO	NO	4			2			6		
	%	72.7	4.5		18.2	4.5		100.0	7.6	14.0	4.2	3.1	NO	NO	66.7			33.3			100.0	59.2%	YES
E5 and E6	#	3			26	4		33	4.5	50.9	18.6	4.5	NO	6.5				2		1	3		
	%	9.1			78.8	12.1		100.0	4.5	50.9	18.6	4.5	NO	6.5				66.7		33.3	100.0	0.0%	YES
E7	#	21	3		1	1		26	14.1	3.3	1.2	2.6	NO	NO	3	1				4			
	%	80.8	11.5		3.8	3.8		100.0	14.1	3.3	1.2	2.6	NO	NO	75.0	25.0				100.0	81.6%	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 2019: 73.3 percent
 Level of Goal Attainment for 2020: 79.4 percent
 Level of Goal Attainment for 2021: 72.5 percent

Lander University (Page 2 of 2)

President: Richard Cosentino
EEO Officer: London Thomas

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	# 15	9		4	6		34	22.8	9.6	10.0	NO	NO	NO	4	3		1	2		10	YES	YES	YES
	% 44.1	26.5		11.8	17.6		100.0							40.0	30.0		10.0	20.0		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 2019: 73.3 percent
Level of Goal Attainment for 2020: 79.4 percent
Level of Goal Attainment for 2021: 72.5 percent

State Law Enforcement Division

Agency Director: Chief Mark Keel

EEO Officer: Laura G. Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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		2								13															
	%	76.9	7.7		15.4						12.2	13.5	3.7	4.5	NO			3.7		100.0					63.1%	YES	0.0%	
E2A	#	51	6	3	88	21	9	178																				
	%	28.7	3.4	1.7	49.4	11.8	5.1	100.0						12.2	30.6	8.7				24.1		1	13	7	1	29	27.9%	YES
E2B	#	109	16	2	21	6		154																				
	%	70.8	10.4	1.3	13.6	3.9		100.0						10.8	10.3	6.9				88.2		1	1			17	96.3%	YES
E3	#	11	5		19	14	3	52																				
	%	21.2	9.6		36.5	26.9	5.8	100.0						9.4	14.9	14.6				2	1		12	4		19	YES	YES
E4	#	118	12	3	42	5	3	183																				
	%	64.5	6.6	1.6	23.0	2.7	1.6	100.0						11.1	9.3	5.5				21	4	1	8		2	36	59.5%	YES
E5	#	2			25	5	1	33																				
	%	6.1			75.8	15.2	3.0	100.0						1.0	63.7	20.6							2	1		3	0.0%	YES
E6	#	4	1		14	10	1	30																				
	%	13.3	3.3		46.7	33.3	3.3	100.0						0.7	56.8	21.2				1			5	2		8	YES	82.2%
E7 and E8	#	8	2		3			13																				
	%	61.5	15.4		23.1			100.0						18.8	6.1	2.9				2			1		3	81.9%	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 2019: 86.2 percent
 Level of Goal Attainment for 2020: 86.1 percent
 Level of Goal Attainment for 2021: 85.3 percent

South Carolina State Library

Agency Director: Leesa Aiken

EEO Officer: Deborah Pack

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021						3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21						6 % OF Goals Met Based on Adjusted 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			27	3	1	36										8			8			
	% 13.9			75.0	8.3	2.8	100.0	3.2	49.6	8.8	3.2	NO	0.5				100.0			100.0	0.0%	YES	94.3%
E3 and E5	# 4				1		5																
	% 80.0				20.0		100.0	8.2	35.4	23.9	8.2		35.4							100.0	0.0%	0.0%	83.7%
	#																						
	%																						
	#																						
	%																						
	#																						
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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 2019: 63.3 percent
 Level of Goal Attainment for 2020: 54.8 percent
 Level of Goal Attainment for 2021: 55.6 percent

Medical University Hospital Authority (Page 1 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie T. Price

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	#	65	4	7	43	5	5	129						54	2	6	22	4	4	92			
	%	50.4	3.1	5.4	33.3	3.9	3.9	100.0	2.0	16.6	1.1	NO	NO	NO	58.7	2.2	6.5	23.9	4.3	4.3	100.0	YES	YES
E102	#	58	2	4	117	2	7	190						33	1	2	58	12	5	111			
	%	30.5	1.1	2.1	61.6	1.1	3.7	100.0	2.1	17.5	1.3	1.0	NO	0.2	29.7	0.9	1.8	52.3	10.8	4.5	100.0	52.4%	YES
E204	#	29	8	2	62	9	2	112						13	2	1	28	6	2	52			
	%	25.9	7.1	1.8	55.4	8.0	1.8	100.0	3.7	35.0	7.1	NO	NO	NO	25.0	3.8	1.9	53.8	11.5	3.8	100.0	YES	YES
E206	#	79	16	11	152	35	31	324						53	8	5	89	29	23	207			
	%	24.4	4.9	3.4	46.9	10.8	9.6	100.0	4.4	34.5	8.0	NO	NO	NO	25.6	3.9	2.4	43.0	14.0	11.1	100.0	YES	YES
E208	#	14	2	1	90	18	9	134						6	2	1	35	9	4	57			
	%	10.4	1.5	0.7	67.2	13.4	6.7	100.0	0.9	64.4	10.4	NO	NO	NO	10.5	3.5	1.8	61.4	15.8	7.0	100.0	YES	YES
E209	#	21	1	1	41	5	1	70						6		1	8	2	1	18			
	%	30.0	1.4	1.4	58.6	7.1	1.4	100.0	3.0	46.1	10.2	1.6	NO	3.1	33.3		5.6	44.4	11.1	5.6	100.0	46.7%	YES
E215	#	11	4	1	83	25	7	131						3	3		38	15	5	64			
	%	8.4	3.1	0.8	63.4	19.1	5.3	100.0	6.1	39.3	21.4	3.0	NO	2.3	4.7	4.7		59.4	23.4	7.8	100.0	50.8%	YES
E223	#	86	4	8	190	17	38	343						28	1	4	53	13	16	115			
	%	25.1	1.2	2.3	55.4	5.0	11.1	100.0	1.3	39.6	4.4	0.1	NO	NO	24.3	0.9	3.5	46.1	11.3	13.9	100.0	92.3%	YES
E224	#	43	8	5	157	61	18	292						18	3		75	30	10	136			
	%	14.7	2.7	1.7	53.8	20.9	6.2	100.0	4.2	41.0	13.7	1.5	NO	NO	13.2	2.2		55.1	22.1	7.4	100.0	64.3%	YES

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Level of Goal Attainment for 2019: 87.9 percent
 Level of Goal Attainment for 2020: 80.9 percent
 Level of Goal Attainment for 2021: 93.6 percent

Medical University Hospital Authority (Page 2 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie T. Price

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	# 46	8	8	121	12	3	198							16	4	4	50	5	2	81			
	% 23.2	4.0	4.0	61.1	6.1	1.5	100.0	3.6	46.5	6.4	NO	NO	0.3	19.8	4.9	4.9	61.7	6.2	2.5	100.0	YES	YES	95.3%
E226	# 64	13	11	293	52	22	455							20	6	5	129	27	12	199			
	% 14.1	2.9	2.4	64.4	11.4	4.8	100.0	3.0	50.3	8.8	0.1	NO	NO	10.1	3.0	2.5	64.8	13.6	6.0	100.0	96.7%	YES	YES
E227	# 307	39	58	3239	541	342	4526							151	24	26	1304	290	185	1980			
	% 6.8	0.9	1.3	71.6	12.0	7.6	100.0	0.9	65.4	10.7	0.0	NO	NO	7.6	1.2	1.3	65.9	14.6	9.3	100.0	YES	YES	YES
E228	# 22	1	2	146	7	6	184							4	1	1	40	6	6	58			
	% 12.0	0.5	1.1	79.3	3.8	3.3	100.0	0.5	60.6	4.5	0.0	NO	0.7	6.9	1.7	1.7	69.0	10.3	10.3	100.0	YES	YES	84.4%
E330	# 138	23	8	98	21	10	298							51	7	3	37	6	2	106			
	% 46.3	7.7	2.7	32.9	7.0	3.4	100.0	7.4	17.8	3.9	NO	NO	NO	48.1	6.6	2.8	34.9	5.7	1.9	100.0	YES	YES	YES
E333	# 132	97	34	596	657	140	1656							96	53	23	495	440	119	1226			
	% 8.0	5.9	2.1	36.0	39.7	8.5	100.0	2.6	28.2	11.3	NO	NO	NO	7.8	4.3	1.9	40.4	35.9	9.7	100.0	YES	YES	YES
E334	# 47	10	6	101	22	8	194							14	5	3	47	14	3	86			
	% 24.2	5.2	3.1	52.1	11.3	4.1	100.0	5.9	45.3	9.8	0.7	NO	NO	16.3	5.8	3.5	54.7	16.3	3.5	100.0	88.1%	YES	YES
E447	# 11	28	3	4	8		54							4	6	2	2	2		16			
	% 20.4	51.9	5.6	7.4	14.8		100.0	20.3	12.2	11.6	NO	4.8	NO	25.0	37.5	12.5	12.5	12.5		100.0	YES	60.7%	YES
E550	# 7	4	2	74	51	5	143							3	3		15	15	2	38			
	% 4.9	2.8	1.4	51.7	35.7	3.5	100.0	1.4	45.8	32.9	NO	NO	NO	7.9	7.9		39.5	39.5	5.3	100.0	YES	YES	YES

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Level of Goal Attainment for 2019: 87.9 percent
 Level of Goal Attainment for 2020: 80.9 percent
 Level of Goal Attainment for 2021: 93.6 percent

Medical University Hospital Authority (Page 3 of 3)

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

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	# 134	44	21	587	310	66	1162																	
	% 11.5	3.8	1.8	50.5	26.7	5.7	100.0	4.2	40.0	24.0	0.4	NO	NO	10.0	3.7	1.6	47.8	30.5	6.3	100.0	90.5%	YES	YES	
E552	# 19	18	6	78	69	13	203																	
	% 9.4	8.9	3.0	38.4	34.0	6.4	100.0	1.8	49.4	29.6	NO	11.0	NO	6.7	9.5	1.9	44.8	26.7	10.5	100.0	YES	77.7%	YES	
E660	# 70	38	7	579	704	83	1481																	
	% 4.7	2.6	0.5	39.1	47.5	5.6	100.0	4.6	42.5	26.3	2.0	3.4	NO	4.4	27	8	370	367	73	889	56.5%	92.0%	YES	
E772	# 99	34	9	4	3		149																	
	% 66.4	22.8	6.0	2.7	2.0		100.0	10.5	2.4	1.9	NO	NO	NO	29	9	3				41	YES	YES	YES	
E880	# 29	47	13	23	85	8	205																	
	% 14.1	22.9	6.3	11.2	41.5	3.9	100.0	19.8	17.0	15.0	NO	5.8	NO	17	29	8	22	73	9	158	YES	65.9%	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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Level of Goal Attainment for 2019: 87.9 percent
Level of Goal Attainment for 2020: 80.9 percent
Level of Goal Attainment for 2021: 93.6 percent

Medical University of South Carolina (Page 1 of 4)

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	#			3			3													100.0				
	%			100.0			100.0	3.7	41.9	8.5	3.7	NO	8.5							100.0	0.0%	YES	0.0%	
C2	#	17		4	3	1	1	26												100.0				
	%	65.4		15.4	11.5	3.8	3.8	100.0	2.3	24.2	3.0	2.3	12.7	NO						100.0	0.0%	47.5%	YES	
C3	#	205	5	38	117	4	18	387						15	1	3	13		1	33				
	%	53.0	1.3	9.8	30.2	1.0	4.7	100.0	2.1	26.6	2.7	0.8	NO	1.7	45.5	3.0	9.1	39.4		3.0	100.0	61.9%	YES	37.0%
C4	#	131	3	44	145	10	38	371						11	1	9	18	3	5	47				
	%	35.3	0.8	11.9	39.1	2.7	10.2	100.0	2.0	25.7	2.5	1.2	NO	NO	23.4	2.1	19.1	38.3	6.4	10.6	100.0	40.0%	YES	YES
C5	#	245	10	70	261	21	70	677						38	4	15	43	3	16	119				
	%	36.2	1.5	10.3	38.6	3.1	10.3	100.0	2.2	25.3	2.9	0.7	NO	NO	31.9	3.4	12.6	36.1	2.5	13.4	100.0	68.2%	YES	YES
C6	#	44	1	8	83	7	14	157						24		5	21	2	5	57				
	%	28.0	0.6	5.1	52.9	4.5	8.9	100.0	2.4	36.5	4.7	1.8	NO	0.2	42.1		8.8	36.8	3.5	8.8	100.0	25.0%	YES	95.7%
C8	#	4	1	3	8		2	18						1	1	1				3				
	%	22.2	5.6	16.7	44.4		11.1	100.0	3.1	27.8	2.4	NO	NO	2.4	33.3	33.3	33.3			100.0	YES	YES	0.0%	
E1A	#	15			36	4	4	59						3			3		1	7				
	%	25.4			61.0	6.8	6.8	100.0	3.1	27.8	2.4	3.1	NO	NO	42.9		42.9		14.3	100.0	0.0%	YES	YES	
E1B	#	48	5	4	115	24	8	204						7		2	23	5	1	38				
	%	23.5	2.5	2.0	56.4	11.8	3.9	100.0	4.2	26.3	4.1	1.7	NO	NO	18.4		5.3	60.5	13.2	2.6	100.0	59.5%	YES	YES

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Level of Goal Attainment for 2019: 82.5 percent
Level of Goal Attainment for 2020: 82.0 percent
Level of Goal Attainment for 2021: 80.5 percent

Medical University of South Carolina (Page 2 of 4)

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	# 68	13	8	369	90	32	580							17	3	1	75	25	9	130			
	% 11.7	2.2	1.4	63.6	15.5	5.5	100.0	7.7	41.0	12.2	5.5	NO	NO	13.1	2.3	0.8	57.7	19.2	6.9	100.0	28.6%	YES	YES
E2B	# 6			49	1	3	59							2			5	2	1	10			
	% 10.2			83.1	1.7	5.1	100.0	1.8	55.5	4.8	1.8	NO	3.1	20.0			50.0	20.0	10.0	100.0	0.0%	YES	35.4%
E2C	# 10	4	1	58	36	12	121							6	2		14	8	5	35			
	% 8.3	3.3	0.8	47.9	29.8	9.9	100.0	5.3	37.2	20.1	2.0	NO	NO	17.1	5.7		40.0	22.9	14.3	100.0	62.3%	YES	YES
E2D	# 28	7	6	16	4	5	66							1	1	2	1		1	6			
	% 42.4	10.6	9.1	24.2	6.1	7.6	100.0	4.4	22.9	4.2	NO	NO	NO	16.7	16.7	33.3	16.7		16.7	100.0	YES	YES	YES
E2G	# 2	1		20	2		25							1			3	1		5			
	% 8.0	4.0		80.0	8.0		100.0	1.6	58.2	8.1	NO	NO	0.1	20.0			60.0	20.0		100.0	YES	YES	98.8%*
E3A	# 4	2	1	3	5		15							1				2		3			
	% 26.7	13.3	6.7	20.0	33.3		100.0	0.0	27.0	2.3	NO	7.0	NO	33.3				66.7		100.0	YES	74.1%	YES
E3B	# 4	2	1	1			8							4	1					5			
	% 50.0	25.0	12.5	12.5			100.0	3.3	24.3	2.2	NO	11.8*	2.2*	80.0	20.0					100.0	YES	51.4%*	0.0%*
E3C	# 4	9	4	12	2	4	35							1			6	1	1	9			
	% 11.4	25.7	11.4	34.3	5.7	11.4	100.0	4.7	47.9	9.8	NO	13.6	4.1		11.1		66.7	11.1	11.1	100.0	YES	71.6%	58.2%

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Medical University of South Carolina (Page 3 of 4)

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

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	# 3	1		21	7	7	39							2			4	1	2	9			
	% 7.7	2.6		53.8	17.9	17.9	100.0	1.6	74.7	9.4	NO	20.9	NO	22.2			44.4	11.1	22.2	100.0	YES	72.0%	YES
E3E	# 16	5	5	12	6	5	49							3	1	2	6		1	13			
	% 32.7	10.2	10.2	24.5	12.2	10.2	100.0	3.5	27.5	4.7	NO	3.0	NO	23.1	7.7	15.4	46.2		7.7	100.0	YES	89.1%	YES
E3F	# 4		1	3	1	2	11							1			1			2			
	% 36.4		9.1	27.3	9.1	18.2	100.0	23.5	8.6	0.2	23.5	NO	NO	50.0			50.0			100.0	0.0%	YES	YES
E4A	# 30	16	6	3	6	1	62							6	5	4	3	1		19			
	% 48.4	25.8	9.7	4.8	9.7	1.6	100.0	11.7	3.9	5.1	NO	NO	NO	31.6	26.3	21.1	15.8	5.3		100.0	YES	YES	YES
E5A	#			11	9	3	23										3	4	3	10			
	%			47.8	39.1	13.0	100.0	0.3	67.1	12.7	0.3	19.3	NO				30.0	40.0	30.0	100.0	0.0%	71.2%	YES
E6A	# 11	5		72	65	6	159							5	1		21	18	3	48			
	% 6.9	3.1		45.3	40.9	3.8	100.0	8.0	46.8	21.2	4.9	1.5	NO	10.4	2.1		43.8	37.5	6.3	100.0	38.8%	96.8%	YES
E6B	# 1	2			6		9																
	% 11.1	22.2			66.7		100.0	18.8	21.4	25.9	NO	21.4	NO							100.0	YES	0.0%	YES
E7A	# 74	36	15		4		129							6	3	5				14			
	% 57.4	27.9	11.6		3.1		100.0	21.1	4.9	0.3	NO	4.9	NO	42.9	21.4	35.7				100.0	YES	0.0%	YES
E8A	# 5	5	2	3	6		21								1		1			2			
	% 23.8	23.8	9.5	14.3	28.6		100.0	27.5	22.1	15.9	3.7	7.8	NO		50.0		50.0			100.0	86.5%	64.7%	YES

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Medical University of South Carolina (Page 4 of 4)

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	# 6	9	2		17	3	37	13.7	14.9	42.3	NO	14.9	NO	5	6	1		6	3	21	YES	0.0%	YES
	% 16.2	24.3	5.4		45.9	8.1	100.0							23.8	28.6	4.8		28.6	14.3	100.0			
	#																						
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Level of Goal Attainment for 2019: 82.5 percent
Level of Goal Attainment for 2020: 82.0 percent
Level of Goal Attainment for 2021: 80.5 percent

Department of Mental Health (Page 1 of 2)

Agency Director: Dr. Kenneth M. Rogers, MD

EEO Officer: Zina F. Hampton, MSM, MBA

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1A	#	3	1		2	4		10					2					1		3				
	%	30.0	10.0		20.0	40.0		100.0	5.1	28.9	7.0	NO	8.9	NO	66.7				33.3		100.0	YES	69.2%	YES
E1B	#	42	16	2	73	45	1	179	7.0	27.6	7.5	NO	NO	NO	2	2		8	9	21				
	%	23.5	8.9	1.1	40.8	25.1	0.6	100.0				NO	NO	NO	9.5	9.5		38.1	42.9	100.0	YES	YES	YES	
E2A	#	47	17	9	197	116	16	402	2.2	49.9	10.4	NO	0.9	NO	5	1	1	46	19	2	74			
	%	11.7	4.2	2.2	49.0	28.9	4.0	100.0				NO	0.9	NO	6.8	1.4	1.4	62.2	25.7	2.7	100.0	YES	98.2%	YES
E2B	#	119	107	2	483	594	41	1346	11.4	33.2	28.5	3.5	NO	NO	24	15		138	151	18	346			
	%	8.8	7.9	0.1	35.9	44.1	3.0	100.0				3.5	NO	NO	6.9	4.3		39.9	43.6	5.2	100.0	69.3%	YES	YES
E2C	#	65	56	1	153	183	16	474	4.7	34.3	8.7	NO	2.0	NO	9	15		27	37	3	91			
	%	13.7	11.8	0.2	32.3	38.6	3.4	100.0				NO	2.0	NO	9.9	16.5		29.7	40.7	3.3	100.0	YES	94.2%	YES
E3A	#	1	1		10	15	2	29	2.3	50.9	30.8	NO	16.4	NO		1		3	4	1	9			
	%	3.4	3.4		34.5	51.7	6.9	100.0				NO	16.4	NO		11.1		33.3	44.4	11.1	100.0	YES	67.8%	YES
E3B	#	29	17	2	13	28	3	92	8.0	26.6	14.1	NO	12.5	NO	7	4		3	12	1	27			
	%	31.5	18.5	2.2	14.1	30.4	3.3	100.0				NO	12.5	NO	25.9	14.8		11.1	44.4	3.7	100.0	YES	53.0%	YES
E4A	#	12	35	1	1	15		64	33.3	6.5	11.4	NO	4.9	NO	4	7		1	7		19			
	%	18.8	54.7	1.6	1.6	23.4		100.0				NO	4.9	NO	21.1	36.8		5.3	36.8		100.0	YES	24.6%	YES
E5A	#	6	16		17	54	1	94	4.6	21.5	55.5	NO	3.4	NO	4	9	1	17	35	1	67			
	%	6.4	17.0		18.1	57.4	1.1	100.0				NO	3.4	NO	6.0	13.4	1.5	25.4	52.2	1.5	100.0	YES	84.2%	YES

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

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

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

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

Level of Goal Attainment for 2019: 89.9 percent
 Level of Goal Attainment for 2020: 90.5 percent
 Level of Goal Attainment for 2021: 90.6 percent

Department of Mental Health (Page 2 of 2)

Agency Director: Dr. Kenneth M. Rogers, MD

EEO Officer: Zina F. Hampton, MSM, MBA

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	25	61	3	124	323	8	544	8.5	43.4	25.6	NO	20.6	NO	6	6		33	70	2	117	YES	52.5%	YES
%	4.6	11.2	0.6	22.8	59.4	1.5	100.0							5.1	5.1		28.2	59.8	1.7	100.0			
E6A and E6B	2	4		98	150	10	264	0.5	67.5	16.3	NO	30.4	NO	2	1		33	40	3	79	YES	55.0%	YES
%	0.8	1.5		37.1	56.8	3.8	100.0							2.5	1.3		41.8	50.6	3.8	100.0			
E7A and E7B	29	12	5	2	1		49	14.2	2.0	0.7	NO	NO	NO	5	4					9	YES	YES	YES
%	59.2	24.5	10.2	4.1	2.0		100.0							55.6	44.4					100.0			
E8A, E8B and E8C	41	68	2	16	66		193	18.5	13.0	12.1	NO	4.7	NO	6	13		7	12		38	YES	63.8%	YES
%	21.2	35.2	1.0	8.3	34.2		100.0							15.8	34.2		18.4	31.6		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 2019: 89.9 percent
 Level of Goal Attainment for 2020: 90.5 percent
 Level of Goal Attainment for 2021: 90.6 percent

Department of Motor Vehicles

Agency Director: Kevin A. Shwedo

EEO Officer: Jennifer Harper

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21						6 % OF Goals Met Based on Adjusted 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	1		12	4		29						4			1	1		6		*		
	%	41.4	3.4		41.4	13.8		100.0	5.2	25.8	6.1	1.8	NO	NO	66.7			16.7	16.7		100.0	65.4%	YES	YES
E2	#	43	16		103	86	2	250						9	2	1	20	17	1	50				
	%	17.2	6.4		41.2	34.4	0.8	100.0	5.6	38.6	12.5	NO	NO	NO	18.0	4.0	2.0	40.0	34.0	2.0	100.0	YES	YES	YES
E3	#	6	4		1	2		13												1				
	%	46.2	30.8		7.7	15.4		100.0	9.8	24.3	10.8	NO	16.6	NO							100.0	YES	31.7%	YES
E5	#	6	11		56	72	5	150						1			14	14		29				
	%	4.0	7.3		37.3	48.0	3.3	100.0	5.2	42.0	22.1	NO	4.7	NO	3.4			48.3	48.3		100.0	YES	88.8%	YES
E6	#	35	42	2	267	350	25	721						8	11	2	48	68	5	142				
	%	4.9	5.8	0.3	37.0	48.5	3.5	100.0	4.8	37.8	20.0	NO	0.8	NO	5.6	7.7	1.4	33.8	47.9	3.5	100.0	YES	97.9%	YES
E7	#	9			1			10																*
	%	90.0			10.0			100.0	10.9	3.3	1.0	10.9	NO	1.0							100.0	0.0%	YES	0.0%
E8	#	2	1					3															*	*
	%	66.7	33.3					100.0	25.5	14.3	14.6	NO	14.3	14.6							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 2019: 93.6 percent
 Level of Goal Attainment for 2020: 89.6 percent
 Level of Goal Attainment for 2021: 88.0 percent

SC Museum Commission

Agency Director: Amy Bartow-Melia

EEO Officer: Christa Wiebelt

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability			
#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	2				1		3																	
%	66.7				33.3		100.0	1.3	32.7	7.5	1.3	32.7	NO								100.0	0.0%	0.0%	YES
E2	4			7	6		17										1	1		2				
%	23.5			41.2	35.3		100.0	5.4	29.7	6.9	5.4	NO	NO				50.0	50.0		100.0	0.0%	YES	YES	
E4 and E7	3	2		1			6													1				
%	50.0	33.3		16.7			100.0	15.9	4.5	3.9	NO	NO	3.9							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 2019: 100.0 percent
 Level of Goal Attainment for 2020: 100.0 percent
 Level of Goal Attainment for 2021: 100.0 percent

Department of Natural Resources

Agency Director: Robert H. Boyles

EEO Officer: Eva Smith

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	22	1		17	4		44						4	1		4	1		10			
	%	50.0	2.3		38.6	9.1		100.0	5.3	26.2	6.5	3.0	NO	NO	40.0	10.0		40.0	10.0		100.0	43.4%	YES
E2A	#	16	2		56	15	3	92	4.8	40.9	14.1			3			16	2	1	22			
	%	17.4	2.2		60.9	16.3	3.3	100.0				2.6	NO	NO	13.6			72.7	9.1	4.5	100.0	45.8%	YES
E2B	#	136	2	1	72	2	2	215	4.6	33.0	2.3			14			17	1	1	33			
	%	63.3	0.9	0.5	33.5	0.9	0.9	100.0				3.7	NO	1.4	42.4			51.5	3.0	3.0	100.0	19.6%	YES
E3	#	112	4	3	25	4	1	149	19.1	12.6	3.2			18			9	1		28			
	%	75.2	2.7	2.0	16.8	2.7	0.7	100.0				16.4	NO	0.5	64.3			32.1	3.6		100.0	14.1%	YES
E4A	#	153	7	2	12			174	10.2	0.8	4.3			17	2	1	4			24			
	%	87.9	4.0	1.1	6.9			100.0				6.2	NO	4.3	70.8	8.3	4.2	16.7			100.0	39.2%	YES
E4B	#	68	9		3	2		82	3.6	4.5	0.1			11			2	1		14			
	%	82.9	11.0		3.7	2.4		100.0				NO	0.8	NO	78.6			14.3	7.1		100.0	YES	82.2%
E6	#	4			25	13		42	7.2	43.2	20.7			1	1		14	3	2	21			
	%	9.5			59.5	31.0		100.0				7.2	NO	NO	4.8	4.8		66.7	14.3	9.5	100.0	0.0%	YES
E7	#	11	4		3			18	9.8	13.2	18.9			4						4			
	%	61.1	22.2		16.7			100.0				NO	13.2	2.2	100.0					100.0	YES	0.0%	88.4%
	#																						
	%																						

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 2019: 71.5 percent
 Level of Goal Attainment for 2020: 67.5 percent
 Level of Goal Attainment for 2021: 69.0 percent

SC Parks, Recreation & Tourism

Agency Director: Duane N. Parrish
EEO Officer: Mary E. Teague

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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			5			8												1				
	%	37.5			62.5			100.0	4.3	30.8	8.8	4.3	NO	8.8						100.0				
E2	#	19	1		24	4	2	50												5	1		1	11
	%	38.0	2.0		48.0	8.0	4.0	100.0	3.5	36.1	6.9	1.5	NO	NO	36.4					45.5	9.1	9.1		100.0
E2A, B, C and D	#	93	4		29	1	1	128												17	2			39
	%	72.7	3.1		22.7	0.8	0.8	100.0	7.4	17.6	4.7	4.3	NO	3.9	43.6					5.1	51.3			100.0
E3	#			1	1			2																
	%			50.0	50.0			100.0	6.5	16.1	6.9	6.5	NO	6.9										100.0
E5 and E5A	#	19	5		49	16		89												1				8
	%	21.3	5.6		55.1	18.0		100.0	4.3	46.7	8.9	NO	NO	NO	12.5					62.5	25.0			100.0
E6	#	2			6			8																1
	%	25.0			75.0			100.0	6.1	44.8	21.4	6.1	NO	21.4						100.0				100.0
E7	#	44	3		2			49												7				8
	%	89.8	6.1		4.1			100.0	15.4	3.6	2.0	9.3	NO	2.0	87.5					12.5				100.0
E8	#	34	7		2	3		46												12	1			13
	%	73.9	15.2		4.3	6.5		100.0	19.2	2.9	1.9	4.0	NO	NO	92.3	7.7								100.0
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 84.3 percent
Level of Goal Attainment for 2020: 83.5 percent
Level of Goal Attainment for 2021: 75.5 percent

Patriot's Point Authority

Agency Director: Rorie Cartier

EEO Officer: Sylvia Wasden

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2	# 14	1		6		1	22							2			3	1		6		*	*	*
	% 63.6	4.5		27.3		4.5	100.0	5.1	29.0	7.2	0.6	1.7	7.2	33.3			50.0	16.7		100.0	88.2%	94.1%	0.0%	
E3, E5 and E6	# 2			3			5							1			2			3		*	*	*
	% 40.0			60.0			100.0	11.3	13.7	5.0	11.3	NO	5.0	33.3			66.7			100.0	0.0%	YES	0.0%	
E4	# 2	1		4	1		8							1			1			2		*	*	*
	% 25.0	12.5		50.0	12.5		100.0	10.8	17.7	16.1	NO	NO	3.6	50.0			50.0			100.0	YES	YES	77.6%	
E7	# 5						5							1	5					6		*	*	*
	% 100.0						100.0	15.6	2.1	0.4	15.6	2.1	0.4	16.7	83.3					100.0	0.0%	0.0%	0.0%	
E8	# 8	11		3	2	1	25								3					3				
	% 32.0	44.0		12.0	8.0	4.0	100.0	15.9	22.4	17.7	NO	10.4	9.7		100.0					100.0	YES	53.6%	45.2%	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 70.3 percent
 Level of Goal Attainment for 2020: 72.7 percent
 Level of Goal Attainment for 2021: 75.9 percent

South Carolina Ports Authority (Page 1 of 2)

Agency Director: James I Newsome III

EEO Officer: Beverly Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	2	1	4	1	29	2.6	17.6	1.8	NO	3.8	NO	13	2					15	YES	78.4%	YES	
	%	72.4	6.9	3.4	13.8	3.4	100.0							86.7	13.3	100.0								
E2A	#	19	7		9	2	1	38	6.4	23.6	4.6	NO	NO	NO	4	2		3	1	10	YES	YES	YES	
	%	50.0	18.4		23.7	5.3	2.6	100.0							40.0	20.0	30.0	10.0	100.0					
E2B	#	20	2		14	3	1	40	4.5	32.0	6.4	NO	NO	NO	5	2	1	6	2	16	YES	YES	YES	
	%	50.0	5.0		35.0	7.5	2.5	100.0							31.3	12.5	6.3	37.5	12.5	100.0				
E3	#	16	2	1	4	3	1	27	12.0	14.8	4.3	4.6	0.0	NO	2			2		4	61.7%	YES	YES	
	%	59.3	7.4	3.7	14.8	11.1	3.7	100.0							50.0		50.0		100.0					
E4A	#	16	3	3	2	1	1	26	12.4	8.4	3.5	0.9	0.7	NO	1		1			2	92.7%	91.7%	YES	
	%	61.5	11.5	11.5	7.7	3.8	3.8	100.0							50.0		50.0		100.0					
E4B	#	12	23	1	6	18	1	61	24.1	10.0	10.5	NO	0.2	NO	5	16	1	1	7	30	YES	98.0%	YES	
	%	19.7	37.7	1.6	9.8	29.5	1.6	100.0							16.7	53.3	3.3	3.3	23.3	100.0				
E5	#	5	3		25	5	5	43	14.1	29.2	18.5	7.1	NO	6.9	10	3	1	8		3	25	49.6%	YES	62.7%
	%	11.6	7.0		58.1	11.6	11.6	100.0							40.0	12.0	4.0	32.0		12.0	100.0			
E7A	#	50	11	3	6	1		71	16.3	10.3	3.8	0.8	1.8	2.4	13	2	1	3		19	95.1%	82.5%	36.8%	
	%	70.4	15.5	4.2	8.5	1.4		100.0							68.4	10.5	5.3	15.8		100.0				
E7B	#	99	7	8				114	8.0	0.8	1.6	1.9	0.8	1.6	24	1	4			29	76.3%	0.0%	0.0%	
	%	86.8	6.1	7.0				100.0							82.8	3.4	13.8			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 2019: 84.1 percent
 Level of Goal Attainment for 2020: 81.2 percent
 Level of Goal Attainment for 2021: 84.8 percent

South Carolina Ports Authority (Page 2 of 2)

Agency Director: James I Newsome III
EEO Officer: Beverly Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	# 221	147	24	3	4	2	401	23.0	2.1	0.1	NO	1.4	NO	94	73	18	3	3	2	193	YES	33.3%	YES	
	% 55.1	36.7	6.0	0.7	1.0	0.5	100.0							48.7	37.8	9.3	1.6	1.6	1.0	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 2019: 84.1 percent
 Level of Goal Attainment for 2020: 81.2 percent
 Level of Goal Attainment for 2021: 84.8 percent

Department of Probation, Parole, & Pardon Services

Agency Director: Jerry B. Adger

EEO Officer: Paul Angus

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	3		2	6	2	21							1	1			1		3			
	% 38.1	14.3		9.5	28.6	9.5	100.0	8.2	24.1	9.4	NO	14.6	NO	33.3	33.3			33.3		100.0	YES	39.4%	YES
E2	# 17	14	2	56	103	5	197							8	1		6	10	2	27			
	% 8.6	7.1	1.0	28.4	52.3	2.5	100.0	8.6	34.0	22.3	1.5	5.6	NO	29.6	3.7		22.2	37.0	7.4	100.0	82.6%	83.5%	YES
E2A	# 130	59	3	88	68	2	350							42	16		18	17	1	94			
	% 37.1	16.9	0.9	25.1	19.4	0.6	100.0	15.1	9.6	4.6	NO	NO	NO	44.7	17.0		19.1	18.1	1.1	100.0	YES	YES	YES
E3	# 1	1		2	2	1	7										1	1		2			
	% 14.3	14.3		28.6	28.6	14.3	100.0	11.8	18.9	15.4	NO	NO	NO				50.0	50.0		100.0	YES	YES	YES
E5	#			10	11	2	23										1	2		3			
	%			43.5	47.8	8.7	100.0	9.4	31.8	31.8	9.4	NO	NO				33.3	66.7		100.0	0.0%	YES	YES
E6 and E8	# 1	1		29	16	1	48								1		4			5			
	% 2.1	2.1		60.4	33.3	2.1	100.0	8.8	50.0	21.0	6.7	NO	NO		20.0		80.0			100.0	23.9%	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 2019: 91.4 percent
 Level of Goal Attainment for 2020: 90.5 percent
 Level of Goal Attainment for 2021: 85.0 percent

SC Public Employee Benefit Authority

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

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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			9	2		19																
	% 42.1			47.4	10.5		100.0	5.4	28.1	8.8	5.4	NO	NO							100.0	0.0%	YES	YES
E2	# 38	12		63	75	3	191							3	1		2	12		18			
	% 19.9	6.3		33.0	39.3	1.6	100.0	7.6	40.3	21.6	1.3	7.3	NO	16.7	5.6		11.1	66.7		100.0	82.9%	81.9%	YES
E3	# 22	5		3	2	4	36							1			1			2			
	% 61.1	13.9		8.3	5.6	11.1	100.0	6.7	17.8	9.0	NO	9.5	3.4	50.0			50.0			100.0	YES	46.6%	62.2%
E5	# 1			1	1		3																
	% 33.3			33.3	33.3		100.0	7.6	39.4	23.3	7.6	6.1	NO							100.0	0.0%	84.5%	YES
E6 and E8	# 2			5	5		12																
	% 16.7			41.7	41.7		100.0	12.4	33.9	21.8	NO	NO	NO							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 2019: 85.2 percent
Level of Goal Attainment for 2020: 87.7 percent
Level of Goal Attainment for 2021: 82.7 percent

Department of Public Safety (Page 1 of 2)

Agency Director: Robert Woods

EEO Officer: Mary Smyrl

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		3	1		12																
	% 41.7	25.0		25.0	8.3		100.0	4.7	24.9	4.8	NO	NO	NO							100.0	YES	YES	YES
E2A	# 24	10		30	19	4	87							4	1		3	4	1	13			
	% 27.6	11.5		34.5	21.8	4.6	100.0	6.3	32.0	13.7	NO	NO	NO	30.8	7.7		23.1	30.8	7.7	100.0	YES	YES	YES
E2B	# 246	43	6	8	4		307							66	7	1	4			78			
	% 80.1	14.0	2.0	2.6	1.3		100.0	6.9	10.2	3.4	NO	7.6	2.1	84.6	9.0	1.3	5.1			100.0	YES	25.5%	38.2%
E2C	# 6	3		27	27		63							1			6	7		14			
	% 9.5	4.8		42.9	42.9		100.0	4.2	35.2	10.7	NO	NO	NO	7.1			42.9	50.0		100.0	YES	YES	YES
E3	# 23	9	1	24	26	3	86							4	3	1	6	9	1	24			
	% 26.7	10.5	1.2	27.9	30.2	3.5	100.0	2.2	43.0	3.4	NO	15.1	NO	16.7	12.5	4.2	25.0	37.5	4.2	100.0	YES	64.9%	YES
E4	# 476	100	23	25	22	2	648							69	26	13	4	8	2	122			
	% 73.5	15.4	3.5	3.9	3.4	0.3	100.0	10.2	10.6	5.7	NO	6.7	2.3	56.6	21.3	10.7	3.3	6.6	1.6	100.0	YES	36.8%	59.6%
E5	# 1	1		8	8		18										4		1	5			
	% 5.6	5.6		44.4	44.4		100.0	0.9	61.9	19.4	NO	17.5	NO				80.0		20.0	100.0	YES	71.7%	YES
E6	# 1			1	2		4										2	4		6		*	
	% 25.0			25.0	50.0		100.0	7.3	52.7	15.9	7.3	27.7	NO				33.3	66.7		100.0	0.0%	47.4%	YES
E7	# 5	7	1		2		15								1					1		*	
	% 33.3	46.7	6.7		13.3		100.0	16.1	4.2	1.2	NO	4.2	NO		100.0					100.0	YES	0.0%	YES

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

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

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

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

Level of Goal Attainment for 2019: 85.4 percent
 Level of Goal Attainment for 2020: 81.5 percent
 Level of Goal Attainment for 2021: 83.7 percent

Department of Public Safety (Page 2 of 2)

Agency Director: Robert Woods
EEO Officer: Mary Smyrl

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	# 3	5			2		10	21.9	17.7	11.8	NO	17.7	NO	2	2			1		5	YES	0.0%	YES
	% 30.0	50.0			20.0		100.0							40.0	40.0			20.0		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 2019: 85.4 percent
 Level of Goal Attainment for 2020: 81.5 percent
 Level of Goal Attainment for 2021: 83.7 percent

Public Service Commission

Agency Director: Jocelyn Boyd
EEO Officer: Christa Wiebelt

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	4			3			7	5.4	29.0	6.2	5.4	NO	6.2	1	2		1			4	0.0%	YES	0.0%
%	57.1			42.9			100.0							25.0	50.0		25.0			100.0			
E2	2			5	1		8	3.0	38.3	4.5	3.0	NO	NO	1			3	1		5	0.0%	YES	YES
%	25.0			62.5	12.5		100.0							20.0			60.0	20.0		100.0			
E3, E5 and E6	1			8	2		11	6.8	40.2	14.1	6.8	NO	NO				1			1	0.0%	YES	YES
%	9.1			72.7	18.2		100.0										100.0			100.0			
#																							
%																							
#																							
%																							
#																							
%																							

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

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

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

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

Level of Goal Attainment for 2019: 100.0 percent
Level of Goal Attainment for 2020: 94.2 percent
Level of Goal Attainment for 2021: 100.0 percent

Office of Regulatory Staff

Agency Director: Nanette Edwards

EEO Officer: Joye Lang

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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																	
	% 50.0			50.0			100.0	4.4	20.7	4.1	4.4	NO	4.1							100.0	0.0%	YES	0.0%	
E2	# 33	4	4	19	10	2	72																	
	% 45.8	5.6	5.6	26.4	13.9	2.8	100.0	5.2	33.1	10.3	NO	6.7	NO	52.4	4.8		14.3	28.6		100.0	YES	79.8%	YES	
E3 and E5	# 5	1	1	5			12																	
	% 41.7	8.3	8.3	41.7			100.0	12.5	29.5	6.8	4.2	NO	6.8							100.0	66.4%	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 2019: 94.3 percent
 Level of Goal Attainment for 2020: 81.5 percent
 Level of Goal Attainment for 2021: 91.0 percent

Retirement System Investment Commission

Agency Director: Michael Hitchcock

EEO Officer: Brittany Storey

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability															
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF													
E1	# 3			1			4				2.0	16.6	1.1							100.0	2.0	NO	1.1										0.0%	YES	0.0%	
	% 75.0			25.0			100.0													100.0																
E2	# 24	1		7	2		34				4.8	32.2	7.0							8	4.8	11.6	1.1		3	1		3	1					60.4%	64.0%	84.3%
	% 70.6	2.9		20.6	5.9		100.0							37.5	12.5		37.5	12.5		100.0																
E3, E5 and E6	#			2	1		3				4.6	53.6	16.9								4.6	NO	NO											0.0%	YES	YES
	%			66.7	33.3		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 2019: 86.2 percent
 Level of Goal Attainment for 2020: 82.9 percent
 Level of Goal Attainment for 2021: 84.8 percent

Department of Revenue

Agency Director: W. Hartley Powell

EEO Officer: Angela Stroud

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	3		22	9		53							5			3	3		11		*		
	% 35.8	5.7		41.5	17.0		100.0	6.0	24.7	7.7	0.3	NO	NO	45.5			27.3	27.3		100.0	95.0%	YES	YES	
E2	# 133	28	6	146	121	14	448							30	5	2	29	26		92				
	% 29.7	6.3	1.3	32.6	27.0	3.1	100.0	4.3	36.4	12.8	NO	3.8	NO	32.6	5.4	2.2	31.5	28.3		100.0	YES	89.6%	YES	
E3	# 6	4	2	9	1	2	24										2		2	4				
	% 25.0	16.7	8.3	37.5	4.2	8.3	100.0	12.7	14.9	11.4	NO	NO	7.2				50.0		50.0	100.0	YES	YES	36.8%	
E4	# 8	3			1		12							1				1		2				
	% 66.7	25.0			8.3		100.0	1.0	0.0	0.4	NO	0.0	NO	50.0				50.0		100.0	YES	YES	YES	
E5	# 11	6		25	41	2	85							7	2		8	15	1	33				
	% 12.9	7.1		29.4	48.2	2.4	100.0	5.3	34.4	20.5	NO	5.0	NO	21.2	6.1		24.2	45.5	3.0	100.0	YES	85.5%	YES	
E6	# 5	4		7	13	1	30																	
	% 16.7	13.3		23.3	43.3	3.3	100.0	7.6	35.9	27.1	NO	12.6	NO							100.0	YES	64.9%	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 2019: 94.3 percent
 Level of Goal Attainment for 2020: 88.2 percent
 Level of Goal Attainment for 2021: 92.9 percent

Revenue and Fiscal Affairs Office

Agency Director: Frank A. Rainwater
EEO Officer: Deborah Glenn

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	7			9			16	5.3	29.1	5.3	5.3	NO	5.3				4			4	0.0%	YES	0.0%
%	43.8			56.3			100.0										100.0			100.0			
E2	15	2		10	2	2	31	7.6	24.8	9.3	1.1	NO	2.8	1			2			3	85.5%	YES	69.9%
%	48.4	6.5		32.3	6.5	6.5	100.0							33.3			66.7			100.0			
E3	6	1	1	1			9	5.6	16.8	2.7	NO	5.7	2.7	1						1	YES	66.1%	0.0%
%	66.7	11.1	11.1	11.1			100.0							100.0						100.0			
E6	1			2	2		5	2.1	49.1	14.5	NO	9.1	NO	2						2	YES	81.5%	YES
%		20.0		40.0	40.0		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 2019: 97.4 percent
Level of Goal Attainment for 2020: 94.7 percent
Level of Goal Attainment for 2021: 89.2 percent

Santee Cooper

Agency Director: Mark Bonsall
EEO Officer: Ritchie Monteith

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	1	1	4	3		17							1				1		2			
	% 47.1	5.9	5.9	23.5	17.6		100.0	4.9	22.4	12.9	NO	NO	NO	50.0				50.0		100.0	YES	YES	YES
E2	# 301	40	12	134	33	5	525	6.6	22.9	5.3	NO	NO	NO	48	10	2	20	4	1	85	YES	YES	YES
	% 57.3	7.6	2.3	25.5	6.3	1.0	100.0							56.5	11.8	2.4	23.5	4.7	1.2	100.0			
E3	# 77	13	2	20	9		121	10.1	15.0	6.9	NO	NO	NO	5	1		3			9	YES	YES	YES
	% 63.6	10.7	1.7	16.5	7.4		100.0							55.6	11.1		33.3			100.0			
E6	# 21	10	2	74	19	3	129	8.1	48.8	12.3	0.3	NO	NO	2	1		14	1		18	96.3%	YES	YES
	% 16.3	7.8	1.6	57.4	14.7	2.3	100.0							11.1	5.6		77.8	5.6		100.0			
E7 and E8	# 603	127	13	26	24		793	14.8	3.3	2.8	NO	0.0	NO	85	14	2		2		103	YES	YES	YES
	% 76.0	16.0	1.6	3.3	3.0		100.0							82.5	13.6	1.9		1.9		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 99.6 percent
Level of Goal Attainment for 2020: 100.0 percent
Level of Goal Attainment for 2021: 99.8 percent

South Carolina Secretary of State's Office

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		6	1		8										1			1		*		
	%	12.5		75.0	12.5		100.0	4.5	26.2	9.1	4.5	NO	NO				100.0			100.0	0.0%	YES	YES	
E2	#	1	1	5	2		9										1			1		*		
	%	11.1	11.1	55.6	22.2		100.0	6.7	25.1	12.6	6.7	NO	NO				100.0			100.0	0.0%	YES	YES	
E5	#			5	7	1	13										3	1		4		*	*	
	%			38.5	53.8	7.7	100.0	5.5	40.6	29.5	5.5	2.1	NO				75.0	25.0		100.0	0.0%	94.8%	YES	
	#																							
	%						100.0													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 2019: 97.5 percent
 Level of Goal Attainment for 2020: 100.0 percent
 Level of Goal Attainment for 2021: 99.1 percent

Department of Social Services

Agency Director: Michael Leach

EEO Officer: Valencia Gadson

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability							
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF					
E1	#	14	5	1	28	18	66																					
	%	21.2	7.6	1.5	42.4	27.3	100.0	5.1	32.1	22.5	NO	NO	NO							75.0	25.0	100.0	YES	YES	YES			
E2 and E2A	#	77	32	4	204	249	13	579						10	2		11	8	5	36								
	%	13.3	5.5	0.7	35.2	43.0	2.2	100.0	5.6	31.1	22.7	0.1	NO	NO						30.6	22.2	13.9	100.0	98.2%	YES	YES		
E2B	#	44	42	2	210	438	12	748						3	4		15	21	3	46								
	%	5.9	5.6	0.3	28.1	58.6	1.6	100.0	6.8	38.7	28.7	1.2	10.6	NO						32.6	45.7	6.5	100.0	82.4%	72.6%	YES		
E2C	#	77	124	3	625	1365	61	2255						35	56	1	237	497	31	857								
	%	3.4	5.5	0.1	27.7	60.5	2.7	100.0	6.5	41.4	25.1	1.0	13.7	NO						4.1	6.5	0.1	27.7	58.0	3.6	100.0	84.6%	66.9%
E3	#	1	4	2	5	9	21													3								
	%	4.8	19.0	9.5	23.8	42.9	100.0	15.3	18.2	10.1	NO	NO	NO								100.0			100.0	YES	YES	YES	
E5A	#					3	3																					
	%					100.0	100.0	4.0	43.5	13.9	4.0	43.5	NO											100.0	0.0%	0.0%	YES	
E5B	#	2	4		81	83	6	176							1			10	26	3	40							
	%	1.1	2.3		46.0	47.2	3.4	100.0	2.3	61.3	20.0	0.0	15.3	NO				2.5		25.0	65.0	7.5	100.0	YES	75.0%	YES		
E6A	#	2	3		102	110	7	224						1	1		24	33	3	62								
	%	0.9	1.3		45.5	49.1	3.1	100.0	0.5	66.7	18.8	NO	21.2	NO						1.6	1.6		38.7	53.2	4.8	100.0	YES	68.2%
E6B	#		1				1																					
	%		100.0				100.0	14.2	12.0	5.6	NO	12.0	5.6											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 2019: 86.1 percent
 Level of Goal Attainment for 2020: 90.6 percent
 Level of Goal Attainment for 2021: 89.5 percent

South Carolina State University (Page 1 of 2)

Interim President: Alexander Conyers

EEO Officer: Ron York

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		4	14	1	23								1					2			
	%	17.4		17.4	60.9	4.3	100.0	4.1	32.9	9.8	NO	15.5	NO		50.0					100.0	YES	52.9%	YES
C2	#	4			4		8																
	%	50.0			50.0		100.0	5.7	37.8	12.2	NO	37.8	NO							100.0	YES	0.0%	YES
C3	#	10	12	1	3	5	34												1	1			
	%	29.4	35.3	2.9	8.8	14.7	8.8	100.0	4.2	32.5	6.5	NO	23.7	NO						100.0	YES	27.1%	YES
C4	#	5	11		2	15	33								1					1			
	%	15.2	33.3		6.1	45.5	100.0	4.1	32.2	6.2	NO	26.1	NO		100.0					100.0	YES	18.9%	YES
C5	#	3	9	2	1	17	32							1	3	3		2	1	10			
	%	9.4	28.1	6.3	3.1	53.1	100.0	5.4	35.6	7.3	NO	32.5	NO	10.0	30.0	30.0		20.0	10.0	100.0	YES	8.7%	YES
C6	#	3	8			15	26							1	3			3		7			
	%	11.5	30.8			57.7	100.0	4.1	33.9	6.7	NO	33.9	NO	14.3	42.9			42.9		100.0	YES	0.0%	YES
C7	#				1		1																
	%				100.0		100.0	9.6	40.5	10.2	9.6	40.5	NO							100.0	0.0%	0.0%	YES
C8	#		2		3		5																
	%		40.0		60.0		100.0	8.4	33.2	13.8	NO	33.2	NO							100.0	YES	0.0%	YES
C9	#	3	14		2	7	26								7			3		10			
	%	11.5	53.8		7.7	26.9	100.0	5.0	24.0	7.4	NO	16.3	NO		70.0			30.0		100.0	YES	32.1%	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 2019: 71.4 percent
 Level of Goal Attainment for 2020: 71.6 percent
 Level of Goal Attainment for 2021: 71.1 percent

South Carolina State University (Page 2 of 2)

Interim President: Alexander Conyers

EEO Officer: Ron York

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	#	11	1	1	39	1	53								1			10		11			
	%	20.8	1.9	1.9	73.6	1.9	100.0	5.6	39.7	14.2	NO	37.8	NO		9.1			90.9		100.0	YES	4.8%	YES
E3	#	1	5		12		18											2		2			
	%	5.6	27.8		66.7		100.0	7.5	30.1	12.4	NO	30.1	NO					100.0		100.0	YES	0.0%	YES
E4	#	8			4		12	17.4	5.8	18.9	NO	5.8	NO		3			2		5	YES	0.0%	YES
	%	66.7			33.3		100.0							60.0				40.0		100.0			
E5	#	1			12		13	2.0	55.0	25.7	NO	55.0	NO							100.0	YES	0.0%	YES
	%	7.7			92.3		100.0																
E6	#	3		1	18		22	1.7	50.7	24.8	NO	46.2	NO					1		1	YES	8.9%	YES
	%	13.6		4.5	81.8		100.0											100.0		100.0			
E7 and E8	#	4					4	16.7	15.8	9.6	NO	15.8	9.6	1						1	YES	0.0%	0.0%
	%	100.0					100.0				NO	15.8	9.6	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 2019: 71.4 percent
 Level of Goal Attainment for 2020: 71.6 percent
 Level of Goal Attainment for 2021: 71.1 percent

State Board for Technical and Comprehensive Education

Agency Director: Dr. Tim Hardee

EEO Officer: Kandy Peacock

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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												1				
	%	33.3		11.1	33.3	22.2		100.0	3.0	22.1	4.6	3.0	NO	NO						100.0				
E2	#	27	11	2	31	11	3	85	6.6	31.3	11.7	NO	NO	NO	3			1	2	6				
	%	31.8	12.9	2.4	36.5	12.9	3.5	100.0				NO	NO	NO	50.0			16.7	33.3	100.0	YES	YES	YES	
E3, E5 and E7	#	7	2		10	5	1	25	8.3	27.9	13.6	0.3	NO	NO	1		1	5	1	8				
	%	28.0	8.0		40.0	20.0	4.0	100.0				0.3	NO	NO	12.5		12.5	62.5	12.5	100.0	96.4%	YES	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 100.0 percent
 Level of Goal Attainment for 2020: 100.0 percent
 Level of Goal Attainment for 2021: 99.5 percent

Aiken Technical College

President: Dr. Forest E. Mahan

EEO Officer: Sylvia M. Byrd

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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			1	1		5				4.4	37.0	15.8							1		*	*	*
	% 60.0			20.0	20.0		100.0				4.4	17.0	NO				100.0			100.0	0.0%	54.1%	YES	
T3, T4 and T5	# 21	5		18	11	3	58				2.3	32.2	12.2				2			4		*	*	
	% 36.2	8.6		31.0	19.0	5.2	100.0				2.3	1.2	NO				50.0			100.0	YES	96.3%	YES	
E2 and E3	# 9	1		22	10		42				8.2	30.9	9.5				1			3				
	% 21.4	2.4		52.4	23.8		100.0				8.2	5.8	NO				25.0			75.0	29.3%	YES	YES	
E5 and E6	# 1			13	6	1	21				3.2	55.4	16.0							2				
	% 4.8			61.9	28.6	4.8	100.0				3.2	NO	NO	NO						100.0	YES	YES	YES	
E7 and E8	# 3						3				5.8	1.7	0.0									*	*	
	% 100.0						100.0				5.8	1.7	0.0							100.0	0.0%	0.0%	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 91.6 percent
 Level of Goal Attainment for 2020: 85.5 percent
 Level of Goal Attainment for 2021: 90.0 percent

Central Carolina Technical College

President: Dr. Kevin Pollock
EEO Officer: RONALDA STOVER

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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			5			7							1			2			3		*	*
	% 28.6			71.4			100.0	5.1	32.8	8.1	5.1	NO	8.1	33.3			66.7		100.0	0.0%	YES	0.0%	*
T3 and T4	# 34	4	2	44	9	2	95	3.9	32.4	5.9	NO	NO	NO	5			3	1	1	10	YES	YES	YES
	% 35.8	4.2	2.1	46.3	9.5	2.1	100.0							50.0			30.0	10.0	10.0	100.0			
T5 and E2	# 9	2	1	19	14	5	50	6.9	34.2	15.1	2.9	NO	NO	2	1	1	5	5	1	15	58.0%	YES	YES
	% 18.0	4.0	2.0	38.0	28.0	10.0	100.0							13.3	6.7	6.7	33.3	33.3	6.7	100.0			
E3, E4, and E5	# 6	6	1	6	5	1	25	18.3	26.7	11.7	NO	2.7	NO		1		1	1		3	YES	89.9%	YES
	% 24.0	24.0	4.0	24.0	20.0	4.0	100.0							3	33.3		33.3	33.3		100.0			
E7 and E8	# 8	13		2	6		29	23.0	8.8	8.8	NO	1.9	NO	3	4		4			11	YES	78.4%	YES
	% 27.6	44.8		6.9	20.7		100.0							27.3	36.4		36.4			100.0			
E6	# 1	1		17	7		26	2.8	55.6	13.6	NO	NO	NO	1			7	1		9	YES	YES	YES
	% 3.8	3.8		65.4	26.9		100.0							11.1			77.8	11.1		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 90.0 percent
Level of Goal Attainment for 2020: 91.1 percent
Level of Goal Attainment for 2021: 95.4 percent

Denmark Technical College

President: Dr. Willie L. Todd

EEO Officer: Terri Hooper

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	1	5			5		11								2			4		6			
%	9.1	45.5			45.5		100.0	6.4	36.1	14.3	NO	36.1	NO		33.3			66.7		100.0	YES	0.0%	YES
T3 and T4	2	4	3	1	9	1	20								2			5		7			
%	10.0	20.0	15.0	5.0	45.0	5.0	100.0	5.5	38.3	14.0	NO	33.3	NO		28.6			71.4		100.0	YES	13.1%	YES
E2	1	8		1	9		19							1	1		1	3		6			
%	5.3	42.1		5.3	47.4		100.0	8.9	35.1	22.2	NO	29.8	NO		16.7	16.7		16.7	50.0	100.0	YES	15.1%	YES
E3, E5, and E6	1			3	7		11								1			2		3			
%	9.1			27.3	63.6		100.0	5.6	42.9	14.9	5.6	15.6	NO		33.3			66.7		100.0	0.0%	63.6%	YES
E4	1	1					2							1	1					2			
%	50.0	50.0					100.0	17.3	7.5	5.2	NO	7.5	5.2		50.0	50.0				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 2019: 75.3 percent
 Level of Goal Attainment for 2020: 77.3 percent
 Level of Goal Attainment for 2021: 74.3 percent

Florence-Darlington Technical College

President: Jermaine Ford
EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 3	3		1	1	1	9	7.8	35.6	11.8	NO	24.5	0.7							100.0	YES	31.2%	94.1%
	% 33.3	33.3		11.1	11.1	11.1	100.0													100.0			
T3, T4, and T5	# 26	3	3	30	11	4	77	3.5	33.3	5.0	NO	NO	NO	1			3	1	1	6	YES	YES	YES
	% 33.8	3.9	3.9	39.0	14.3	5.2	100.0							16.7			50.0	16.7	16.7	100.0			
E2	# 11	3	1	26	16	2	59	5.1	33.4	10.3	0.0	NO	NO							100.0	YES	YES	YES
	% 18.6	5.1	1.7	44.1	27.1	3.4	100.0													100.0			
E5 and E6	# 2	1		13	17		33	1.3	61.7	18.2	NO	22.3	NO				1			1	YES	63.9%	YES
	% 6.1	3.0		39.4	51.5		100.0										100.0			100.0			
E3, E7 and E8	# 20	8	1	5	2		36	13.9	8.6	4.4	NO	NO	NO							100.0	YES	YES	YES
	% 55.6	22.2	2.8	13.9	5.6		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 2019: 95.3 percent
Level of Goal Attainment for 2020: 92.6 percent
Level of Goal Attainment for 2021: 92.6 percent

Greenville Technical College

President: Dr. Keith Miller
EEO Officer: Susan M. Jones

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	1		9	7		25							1			1			2			
	% 32.0	4.0		36.0	28.0		100.0	4.0	35.5	8.7	0.0	NO	NO	50.0			50.0			100.0	YES	YES	YES
T3 and T4	# 106	13	8	158	22	10	317							6	1		19	4	1	31			
	% 33.4	4.1	2.5	49.8	6.9	3.2	100.0	2.4	35.5	4.2	NO	NO	NO	19.4	3.2		61.3	12.9	3.2	100.0	YES	YES	YES
T5 and E2	# 49	10	1	74	47	3	184							8	2		11	4	2	27			
	% 26.6	5.4	0.5	40.2	25.5	1.6	100.0	6.6	37.8	10.8	1.2	NO	NO	29.6	7.4		40.7	14.8	7.4	100.0	81.8%	YES	YES
E3, E4, and E5	# 23	5	1	32	22	14	97							2		1	5	2	1	11			
	% 23.7	5.2	1.0	33.0	22.7	14.4	100.0	5.2	43.6	7.7	0.0	10.6	NO	18.2		9.1	45.5	18.2	9.1	100.0	YES	75.7%	YES
E6	# 7	2		22	14	4	49								1	1	5	2	1	10			
	% 14.3	4.1		44.9	28.6	8.2	100.0	0.4	72.7	11.7	NO	27.8	NO		10.0	10.0	50.0	20.0	10.0	100.0	YES	61.8%	YES
E7 and E8	# 30	7	1	9	13	2	62							3			3	2		8			
	% 48.4	11.3	1.6	14.5	21.0	3.2	100.0	11.8	13.7	7.2	0.5	NO	NO	37.5			37.5	25.0		100.0	95.8%*	YES	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 96.1 percent
Level of Goal Attainment for 2020: 97.1 percent
Level of Goal Attainment for 2021: 95.3 percent

Horry-Georgetown Technical College

President: Marilyn Fore
EEO Officer: Jackie Snyder

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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																	
	% 25.0	12.5		62.5			100.0	2.3	43.1	12.9	NO	NO	12.9							100.0	YES	YES	0.0%	
T3 and T4	# 78	4	2	91	5	3	183										13	1		19				
	% 42.6	2.2	1.1	49.7	2.7	1.6	100.0	3.2	34.4	2.1	1.0	NO	NO	26.3			68.4	5.3		100.0	68.8%	YES	YES	
T5 and E2	# 20	4		57	15	4	100										7	1		12				
	% 20.0	4.0		57.0	15.0	4.0	100.0	3.1	38.7	12.1	NO	NO	NO	16.7	16.7		58.3	8.3		100.0	YES	YES	YES	
E3 and E5	# 9	1		6	6	1	23													5				
	% 39.1	4.3		26.1	26.1	4.3	100.0	4.3	36.1	3.7	0.0	10.0	NO	20.0	40.0				20.0	20.0	100.0	YES	72.3%	YES
E6	# 2			14	3		19										3	1		4				
	% 10.5			73.7	15.8		100.0	0.4	73.8	2.1	NO	0.1	NO			75.0	25.0			100.0	YES	99.9%	YES	
E7 and E8	# 19		1	8	2	3	33													1	1			
	% 57.6		3.0	24.2	6.1	9.1	100.0	12.9	11.6	5.2	12.9	NO	NO						100.0	100.0	0.0%	YES	YES	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 95.0 percent
Level of Goal Attainment for 2020: 91.6 percent
Level of Goal Attainment for 2021: 85.6 percent

Technical College of the Lowcountry

President: Richard Gough
EEO Officer: Jennifer Ridenhour

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	1		6			9													2			
	% 22.2	11.1		66.7			100.0	3.7	38.4	14.4	NO	NO	14.4					100.0		100.0	YES	YES	0.0%
T3 and T4	# 17	4		29	3	1	54							3	1	1				5			
	% 31.5	7.4		53.7	5.6	1.9	100.0	1.5	30.1	4.7	NO	NO	NO	60.0	20.0	20.0				100.0	YES	YES	YES
E2	# 5	3		24	11	1	44							2			5		2	9			
	% 11.4	6.8		54.5	25.0	2.3	100.0	7.9	30.0	18.7	1.1	NO	NO	22.2			55.6		22.2	100.0	86.1%	YES	YES
E3, E5, and E6	# 5			11	2	1	19							1			7	1	1	10			
	% 26.3			57.9	10.5	5.3	100.0	3.1	49.7	11.5	3.1	NO	1.0	10.0			70.0	10.0	10.0	100.0	0.0%	YES	91.3%
E7 and E8	# 5	3		2	1	11								1	1				3				
	% 45.5	27.3		18.2	9.1		100.0	12.6	3.9	9.3	NO	3.9	NO	33.3	33.3				33.3	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 2019: 94.6 percent
Level of Goal Attainment for 2020: 96.6 percent
Level of Goal Attainment for 2021: 90.6 percent

Midlands Technical College

President: Dr. Ronald L. Rhames

EEO Officer: Nicole B. Edwards

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		11	5	24																	
	%	29.2	4.2		45.8	20.8	100.0	5.5	32.3	11.0	1.3	NO	NO								100.0	76.4%	YES	YES
T3 and T4	#	80	14	4	86	26	10	220						5	2		10	1	2	20				
	%	36.4	6.4	1.8	39.1	11.8	4.5	100.0	3.7	33.7	6.9	NO	NO	NO	25.0	10.0		50.0	5.0	10.0	100.0	YES	YES	YES
T5 and E2	#	34	12	1	61	53	5	166						1			3	4		8				
	%	20.5	7.2	0.6	36.7	31.9	3.0	100.0	8.0	32.1	17.8	0.8	NO	NO	12.5			37.5	50.0		100.0	90.0%	YES	YES
E3	#	15	2	1	12	8		38																
	%	39.5	5.3	2.6	31.6	21.1		100.0	8.5	20.1	8.9	3.2	NO	NO							100.0	62.4%	YES	YES
E4 and E5	#	4	2	1	12	13	2	34						1	2				1					
	%	11.8	5.9	2.9	35.3	38.2	5.9	100.0	4.0	53.9	14.4	NO	18.6	NO	25.0	50.0			25.0		100.0	YES	65.5%	YES
E6	#	1	1		10	10		22																
	%	4.5	4.5		45.5	45.5		100.0	3.2	56.4	16.1	NO	10.9	NO							100.0	YES	80.7%	YES
E7	#	6	2			1		9						2	2					4				
	%	66.7	22.2			11.1		100.0	6.1	8.1	1.6	NO	8.1	NO	50.0	50.0				100.0	YES	0.0%	YES	
E8	#	9	3		3	2		17						2	1		1			4				
	%	52.9	17.6		17.6	11.8		100.0	17.7	11.3	8.0	0.1	NO	NO	50.0	25.0		25.0		100.0	99.4%	YES	YES	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 88.7 percent
 Level of Goal Attainment for 2020: 94.2 percent
 Level of Goal Attainment for 2021: 94.5 percent

Northeastern Technical College

President: Kyle Wagner, PhD

EEO Officer: Christi Meggs

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	1	1	6	1		17	4.9	31.0	12.8	NO	NO	6.9	2				1		3	YES	YES	46.1%
%	47.1	5.9	5.9	35.3	5.9		100.0							66.7				33.3		100.0			
T3 and T4	12		2	8	5		27	0.8	43.6	21.6	0.8	14.0	3.1							100.0	0.0%	67.9%	85.6%
%	44.4		7.4	29.6	18.5		100.0													100.0			
E2, E3 and E5	4	2		9	7	2	24	1.5	27.0	27.5	NO	NO	NO	2	1		3	2		8	YES	YES	YES
%	16.7	8.3		37.5	29.2	8.3	100.0							25.0	12.5		37.5	25.0		100.0			
E6				1	3		4	0.0	69.1	18.7									1	1	YES	36.2%	YES
%				25.0	75.0		100.0				0.0	44.1	NO						100.0	100.0			
E7 and E8	5				3		8	29.8	7.6	6.2	29.8	7.6	NO								0.0%	0.0%	YES
%	62.5				37.5		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 2019: 80.2 percent
 Level of Goal Attainment for 2020: 85.0 percent
 Level of Goal Attainment for 2021: 79.7 percent

Orangeburg-Calhoun Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	2		4																	
	% 25.0			25.0	50.0		100.0	4.1	39.6	19.7	4.1	14.6	NO	8.3	16.7		25.0	41.7	8.3	100.0	0.0%	63.1%	YES	
T3 and T4	# 17	4		30	13	2	66																	
	% 25.8	6.1		45.5	19.7	3.0	100.0	4.4	29.4	13.7	NO	NO	NO							100.0	YES	YES	YES	
T5 and E2	# 4	5		17	11	1	38																	
	% 10.5	13.2		44.7	28.9	2.6	100.0	9.3	29.4	26.9	NO	NO	NO	2	2		3	4	1	12	YES	YES	YES	
E3, E4 and E5	# 4	2		13	6		25										1			1				
	% 16.0	8.0		52.0	24.0		100.0	6.4	20.5	17.2	NO	NO	NO				100.0			100.0	YES	YES	YES	
E6	#			5	2		7																	
	%			71.4	28.6		100.0	0.3	58.3	24.5	0.3	NO	NO							100.0	0.0%	YES	YES	
E7 and E8	# 8	6	1	3	1		19										1			2				
	% 42.1	31.6	5.3	15.8	5.3		100.0	36.9	4.4	13.6	5.3	NO	8.3	50.0			50.0			100.0	85.6%	YES	39.0%	
	#																							
	%																							
	#																							
	%																							

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 2019: 90.1 percent
Level of Goal Attainment for 2020: 95.8 percent
Level of Goal Attainment for 2021: 93.0 percent

Spartanburg Community College

President: G. Michael Mikota

EEO Officer: Mary Whitener

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, E1	# 8	3		11	2		24													1			
	% 33.3	12.5		45.8	8.3		100.0	4.5	36.1	6.4	NO	NO	NO				100.0			100.0	YES	YES	YES
T3, T4	# 43	4	4	67	7	4	129							1			10	1	1	13			
	% 33.3	3.1	3.1	51.9	5.4	3.1	100.0	1.5	45.5	3.4	NO	NO	NO	7.7			76.9	7.7	7.7	100.0	YES	YES	YES
T5, E2	# 17	3	1	41	9	3	74							4			9	2	2	17		*	
	% 23.0	4.1	1.4	55.4	12.2	4.1	100.0	5.0	45.6	9.0	0.9	NO	NO	23.5			52.9	11.8	11.8	100.0	82.0%	YES	YES
E3, E5, E6	# 9	2	1	39	14	1	66							3			4	1	1	9			
	% 13.6	3.0	1.5	59.1	21.2	1.5	100.0	1.9	55.7	8.4	NO	NO	NO	33.3			44.4	11.1	11.1	100.0	YES	YES	YES
E4, E7, E8	# 23	2	1	4	1		31																*
	% 74.2	6.5	3.2	12.9	3.2		100.0	10.2	7.7	4.3	3.7	NO	1.1							100.0	63.7%	YES	74.4%
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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 2019: 91.1 percent
 Level of Goal Attainment for 2020: 92.0 percent
 Level of Goal Attainment for 2021: 94.7 percent

Tri-County Technical College

President: Dr. Galen DeHay

EEO Officer: Marcia Leake

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2, E1	#	13	1		11	4		29						2	1			1		4		*		
	%	44.8	3.4		37.9	13.8		100.0	3.9	29.0	6.4	0.5	NO	NO	50.0	25.0			25.0		100.0	87.2%	YES	YES
T3	#	23	1	2	27	3		56								2	1		3		*			
	%	41.1	1.8	3.6	48.2	5.4		100.0	3.0	35.7	4.4	1.2	NO	NO			66.7	33.3		100.0	60.0%	YES	YES	
T4	#	33	2	2	48	4	4	93					*	5	1		4	1	1	12			*	
	%	35.5	2.2	2.2	51.6	4.3	4.3	100.0	3.4	32.3	5.0	1.2	NO	0.7	41.7	8.3		33.3	8.3	8.3	100.0	64.7%	YES	86.0%
T5, E2	#	28	4	2	66	10	1	111						6		1	14		1	22				
	%	25.2	3.6	1.8	59.5	9.0	0.9	100.0	6.3	37.0	13.3	2.7	NO	4.3	27.3		4.5	63.6		4.5	100.0	57.1%	YES	67.7%
E3, E5	#	10			17	4		31						2			5			7				
	%	32.3			54.8	12.9		100.0	5.3	38.3	6.9	5.3	NO	NO	28.6			71.4			100.0	0.0%	YES	YES
E6	#	1			16	5	1	23				*		1		3				4		*		
	%	4.3			69.6	21.7	4.3	100.0	0.2	74.7	9.9	0.2	5.1	NO	25.0		75.0			100.0	0.0%	93.2%	YES	
E4, E7, E8	#	15			4	1		20						1						1				
	%	75.0			20.0	5.0		100.0	9.6	13.7	3.1	9.6	NO	NO	100.0					100.0	0.0%	YES	YES	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2019: 78.6 percent
 Level of Goal Attainment for 2020: 80.0 percent
 Level of Goal Attainment for 2021: 80.8 percent

Trident Technical College

President: Dr. Mary Thornley
EEO Officer: Devetta Williams-Hughes

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		5	4	1	18													1			
	% 33.3	11.1		27.8	22.2	5.6	100.0	4.2	40.2	14.3	NO	12.4	NO				100.0			100.0	YES	69.2%	YES
T3 and T4	# 88	14	5	106	20	8	241	3.4	33.7	4.5	NO	NO	NO	13	2		13	3	1	32	YES	YES	YES
	% 36.5	5.8	2.1	44.0	8.3	3.3	100.0							40.6	6.3		40.6	9.4	3.1	100.0	YES	YES	YES
T5 and E2	# 35	21	5	64	53	6	184	6.8	32.5	17.0	NO	NO	NO	3	1		2	4	1	11	YES	YES	YES
	% 19.0	11.4	2.7	34.8	28.8	3.3	100.0							27.3	9.1		18.2	36.4	9.1	100.0	YES	YES	YES
E3, E5 and E6	# 20	8	3	36	23	4	94	5.6	47.4	13.8	NO	9.1	NO	2	2	2	3	3	1	13	YES	80.8%	YES
	% 21.3	8.5	3.2	38.3	24.5	4.3	100.0							15.4	15.4	15.4	23.1	23.1	7.7	100.0	YES	80.8%	YES
E4	# 5	5	1	1	2		14	15.1	8.5	4.0	NO	1.4	NO	2	2			2		6	YES	83.5%	YES
	% 35.7	35.7	7.1	7.1	14.3		100.0							33.3	33.3			33.3		100.0	YES	83.5%	YES
E7 and E8	# 14	14	3	4	8	2	45	23.0	10.5	11.5	NO	1.6	NO	3	1					4	YES	84.8%	YES
	% 31.1	31.1	6.7	8.9	17.8	4.4	100.0							75.0	25.0					100.0	YES	84.8%	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 2019: 97.6 percent
Level of Goal Attainment for 2020: 97.5 percent
Level of Goal Attainment for 2021: 95.5 percent

Williamsburg Technical College

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

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, E1	# 1	1		2	4		8											2		2			
	% 12.5	12.5		25.0	50.0		100.0	4.1	34.5	10.7	NO	9.5	NO					100.0		100.0	YES	72.5%	YES
T3, T4	# 5	7		8	6	1	27							3	1		4	1		9			
	% 18.5	25.9		29.6	22.2	3.7	100.0	3.7	30.2	6.7	NO	0.6	NO	33.3	11.1		44.4	11.1		100.0	YES	98.0%	YES
E2	# 1			7	2		10							1			2			3			
	% 10.0			70.0	20.0		100.0	12.4	22.0	22.3	12.4	NO	2.3	33.3			66.7			100.0	0.0%	YES	89.7%
E3, E5, E6	#	2		6	7		15								1		2	1		4			
	%	13.3		40.0	46.7		100.0	7.0	21.5	29.3	NO	NO	NO		25.0		50.0	25.0		100.0	YES	YES	YES
E7, E8	# 1	4					5																
	% 20.0	80.0					100.0	59.6	3.0	3.3	NO	3.0	3.3							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 2019: 82.9 percent
Level of Goal Attainment for 2020: 88.1 percent
Level of Goal Attainment for 2021: 89.2 percent

York Technical College

President: Dr. Stacey Moore

EEO Officer: Koa Morgan

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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		4	3		15																	
	% 46.7	6.7		26.7	20.0		100.0	3.9	35.4	9.0	NO	8.7	NO							100.0	YES	75.4%	YES	
T3 and T4	# 43	2	6	44	17	3	115																	
	% 37.4	1.7	5.2	38.3	14.8	2.6	100.0	3.2	32.4	5.2	1.5	NO	NO	23.5	11.8		47.1	11.8	5.9	100.0	53.1%	YES	YES	
T5 and E2	# 11	6	3	34	6		60																	
	% 18.3	10.0	5.0	56.7	10.0		100.0	6.1	37.4	14.6	NO	NO	4.6	13.3	6.7		46.7	26.7	6.7	100.0	YES	YES	68.5%	
E3 and E5	# 5		1	4	7	1	18																	
	% 27.8		5.6	22.2	38.9	5.6	100.0	3.2	48.9	13.8	3.2	26.7	NO							100.0	0.0%	45.4%	YES	
E6	#	1		8	10		19																	
	%	5.3		42.1	52.6		100.0	3.2	55.9	13.8	NO	13.8	NO							100.0	YES	75.3%	YES	
E4, E7 and E8	# 11	11	1	7	7	1	38																	
	% 28.9	28.9	2.6	18.4	18.4	2.6	100.0	12.7	10.5	8.6	NO	NO	NO	25.0	50.0			12.5	12.5	8	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 2019: 92.2 percent
 Level of Goal Attainment for 2020: 91.9 percent
 Level of Goal Attainment for 2021: 89.3 percent

Department of Transportation

Agency Director: Christy A. Hall
EEO Officer: Cynthia J. Whittenburg

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	#	25	4		3	1	2	35						7					1	8			
	%	71.4	11.4		8.6	2.9	5.7	100.0	6.3	14.7	7.7	NO	6.1	4.8	87.5				12.5	100.0	YES	58.5%	37.7%
E2	#	142	37	5	134	103	5	426	5.0	37.6	10.9	NO	6.1	NO	15	5		18	11	3	52		
	%	33.3	8.7	1.2	31.5	24.2	1.2	100.0						28.8	9.6		34.6	21.2	5.8	100.0	YES	83.8%	YES
E2A	#	490	73	36	85	28	10	722	5.1	7.5	1.6	NO	NO	NO	32	9	9	2	4	1	57		
	%	67.9	10.1	5.0	11.8	3.9	1.4	100.0						56.1	15.8	15.8	3.5	7.0	1.8	100.0	YES	YES	YES
E3, E4 and E5	#	74	12	6	102	34	7	235	6.5	41.4	9.0				12	1		8	5	2	28		
	%	31.5	5.1	2.6	43.4	14.5	3.0	100.0				1.4	NO	NO	42.9	3.6		28.6	17.9	7.1	100.0	78.5%	YES
E3A	#	250	46	13	44	10	2	365	11.2	13.1	4.8				23	3	1	4	2	33			
	%	68.5	12.6	3.6	12.1	2.7	0.5	100.0				NO	1.0	2.1	69.7	9.1	3.0	12.1	6.1	100.0	YES	92.4%	56.3%
E6	#	1	1	1	33	11	1	48	0.7	69.5	15.1						1	14	2	1	18		
	%	2.1	2.1	2.1	68.8	22.9	2.1	100.0				NO	0.7	NO			5.6	77.8	11.1	5.6	100.0	YES	99.0%
E7	#	1055	569	33	40	67	4	1768	42.4	1.8	3.2				262	156	17	14	17	3	469		
	%	59.7	32.2	1.9	2.3	3.8	0.2	100.0				10.2	NO	NO	55.9	33.3	3.6	3.0	3.6	0.6	100.0	75.9%	YES
E8	#	12	4		40	14	1	71	23.6	18.6	12.3				1			6	2	9			
	%	16.9	5.6		56.3	19.7	1.4	100.0				18.0	NO	NO	11.1			66.7	22.2	100.0	23.7%	YES	YES
	#																						
	%						100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2019: 90.6 percent
Level of Goal Attainment for 2020: 93.0 percent
Level of Goal Attainment for 2021: 87.7 percent

South Carolina State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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			6	1		12																
	% 41.7			50.0	8.3		100.0	3.3	31.9	7.3	3.3	NO	NO							100.0	0.0%	YES	YES
E2	# 20	2		19	8		49										4	1		11			
	% 40.8	4.1		38.8	16.3		100.0	4.6	36.7	11.4	0.5	NO	NO	54.5			36.4	9.1		100.0	89.1%	YES	YES
E3	# 2			2			4																
	% 50.0			50.0			100.0	3.1	30.4	3.1	3.1	NO	3.1							100.0	0.0%	YES	0.0%
E6	# 1	1		3			5																
	% 20.0	20.0		60.0			100.0	7.6	43.3	10.9	NO	NO	10.9							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 2019: 99.2 percent
 Level of Goal Attainment for 2020: 99.7 percent
 Level of Goal Attainment for 2021: 98.6 percent

University of South Carolina (Page 1 of 4)

Interim President: Harris Pastides

EEO Officer: Carl Wells

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted 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	#	21	2		11	3	1	38						6			3	2		11			
	%	55.3	5.3		28.9	7.9	2.6	100.0	3.4	32.4	5.7	NO	3.5	NO	54.5			27.3	18.2		100.0	YES	89.2%
C223	#	41	1	9	30	8	4	93	3.5	43.3	8.3					1	5		2	8			
	%	44.1	1.1	9.7	32.3	8.6	4.3	100.0				2.4	11.0	NO			12.5	62.5		25.0	100.0	31.4%	74.6%
C328	#	225	2	59	101	13	19	419	2.5	32.4	3.1			13		5	10	1	2	31			
	%	53.7	0.5	14.1	24.1	3.1	4.5	100.0				2.0	8.3	0.0	41.9		16.1	32.3	3.2	6.5	100.0	20.0%	74.4%
C428	#	160	14	44	125	17	42	402	2.5	32.4	3.1			14		3	8	3	8	36			
	%	39.8	3.5	10.9	31.1	4.2	10.4	100.0				NO	1.3	NO	38.9		8.3	22.2	8.3	22.2	100.0	YES	96.0%
C528	#	74	6	56	78	9	33	256	2.5	32.4	3.1			7	2	7	4	3	2	25			
	%	28.9	2.3	21.9	30.5	3.5	12.9	100.0				0.2	1.9	NO	28.0	8.0	28.0	16.0	12.0	8.0	100.0	92.0%	94.1%
C629	#	79	8	8	88	4	18	205	2.5	32.4	3.1			4	1	2	6	1	4	18			
	%	38.5	3.9	3.9	42.9	2.0	8.8	100.0				NO	NO	1.1	22.2	5.6	11.1	33.3	5.6	22.2	100.0	YES	YES
C729	#	12	1		12		2	27	2.5	32.4	3.1			3			1			4			
	%	44.4	3.7		44.4		7.4	100.0				NO	NO	3.1	75.0			25.0			100.0	YES	YES
C826	#	22	1	1	41		3	68	2.5	51.8	5.8									1	1		
	%	32.4	1.5	1.5	60.3		4.4	100.0				1.0	NO	5.8						100.0	100.0	60.0%	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 2019: 84.3 percent
 Level of Goal Attainment for 2020: 83.5 percent
 Level of Goal Attainment for 2021: 82.7 percent

University of South Carolina (Page 2 of 4)

Interim President: Harris Pastides

EEO Officer: Carl Wells

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C829	#	141	8	17	169	27	22	384						13	2	3	24	2		44			
	%	36.7	2.1	4.4	44.0	7.0	5.7	100.0	2.5	32.1	3.1	0.4	NO	NO	29.5	4.5	6.8	54.5	4.5		100.0	84.0%	YES
C927	#	100	27	10	42	14	1	194						33	11	2	6	1	1	54			
	%	51.5	13.9	5.2	21.6	7.2	0.5	100.0	5.3	33.1	4.7	NO	11.5	NO	61.1	20.4	3.7	11.1	1.9	1.9	100.0	YES	65.3%
C930	#	33	2	5	34	9		83						1			6	1		8			
	%	39.8	2.4	6.0	41.0	10.8		100.0	4.0	23.8	3.8	1.6	NO	NO	12.5			75.0	12.5		100.0	60.0%	YES
E202	#	97	11	4	154	36	5	307						9	1		14	6	1	31			
	%	31.6	3.6	1.3	50.2	11.7	1.6	100.0	6.6	31.6	11.3	3.0	NO	NO	29.0	3.2		45.2	19.4	3.2	100.0	54.5%	YES
E203	#	131	31	12	245	77	12	508						12	5	2	22	15	1	57			
	%	25.8	6.1	2.4	48.2	15.2	2.4	100.0	6.6	31.6	11.3	0.5	NO	NO	21.1	8.8	3.5	38.6	26.3	1.8	100.0	92.4%	YES
E204	#	21	6		12	5	1	45						2			4			6			
	%	46.7	13.3		26.7	11.1	2.2	100.0	8.0	30.0	8.4	NO	3.3	NO	33.3			66.7			100.0	YES	89.0%
E205	#	48	6	3	159	72	15	303						9	1		20	14	2	46			
	%	15.8	2.0	1.0	52.5	23.8	5.0	100.0	6.8	41.0	19.1	4.8	NO	NO	19.6	2.2		43.5	30.4	4.3	100.0	29.4%	YES
E206	#	92	25	13	247	101	26	504						21	5	1	52	18	11	108			
	%	18.3	5.0	2.6	49.0	20.0	5.2	100.0	5.2	42.1	25.7	0.2	NO	5.7	19.4	4.6	0.9	48.1	16.7	10.2	100.0	96.2%	YES
E307	#	48	14	12	4	1	2	81						8	1	5	1			15			
	%	59.3	17.3	14.8	4.9	1.2	2.5	100.0	12.8	15.5	11.5	NO	10.6	10.3	53.3	6.7	33.3	6.7			100.0	YES	31.6%

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

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

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

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

Level of Goal Attainment for 2019: 84.3 percent
 Level of Goal Attainment for 2020: 83.5 percent
 Level of Goal Attainment for 2021: 82.7 percent

University of South Carolina (Page 3 of 4)

Interim President: Harris Pastides

EEO Officer: Carl Wells

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E308	# 55	12	6	42	22	3	140							6		3	4	3		16			
	% 39.3	8.6	4.3	30.0	15.7	2.1	100.0	8.5	22.3	15.6	NO	NO	NO	37.5		18.8	25.0	18.8		100.0	YES	YES	YES
E309	# 39	6	7	10	7	4	73	12.6	15.5	12.2	4.4	1.8	2.6	1	1		1		2	5	65.1%	88.4%	78.7%
	% 53.4	8.2	9.6	13.7	9.6	5.5	100.0							20.0	20.0		20.0		40.0	100.0			
E410	# 22	9	3	6	5		45	10.9	9.9	5.7	NO	NO	NO	7	2		1			10	YES	YES	YES
	% 48.9	20.0	6.7	13.3	11.1		100.0							70.0	20.0		10.0			100.0			
E511	# 15	5	3	87	53	7	170	1.8	59.5	23.2	NO	8.3	NO	1	1		7	10	5	24	YES	86.1%	YES
	% 8.8	2.9	1.8	51.2	31.2	4.1	100.0							4.2	4.2		29.2	41.7	20.8	100.0			
E512	# 6	1		15	5	4	31	8.6	52.0	17.6	5.4	3.6	1.5	3			9	1	4	17	37.2%	93.1%	91.5%
	% 19.4	3.2		48.4	16.1	12.9	100.0							17.6			52.9	5.9	23.5	100.0			
E613	# 9	1		2	2	2	16	35.3	10.2	28.4	29.0	NO	15.9	2						2	17.8%	YES	44.0%
	% 56.3	6.3		12.5	12.5	12.5	100.0							100.0						100.0			
E615	# 1	2		13	5	2	23	0.4	62.4	22.7	NO	5.9	1.0					1		1	YES	90.5%	95.6%
	% 4.3	8.7		56.5	21.7	8.7	100.0											100.0		100.0			
E616	#			1			1	5.2	54.0	13.5	5.2	NO	13.5							100.0	0.0%	YES	0.0%
	%			100.0			100.0													100.0			
E717	# 51	7	1	1			60	11.7	4.3	2.4	0.0	2.6	2.4	3	1					4	YES	39.5%	0.0%
	% 85.0	11.7	1.7	1.7			100.0							75.0	25.0					100.0			

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

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

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

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

Level of Goal Attainment for 2019: 84.3 percent
 Level of Goal Attainment for 2020: 83.5 percent
 Level of Goal Attainment for 2021: 82.7 percent

University of South Carolina (Page 4 of 4)

Interim President: Harris Pastides

EEO Officer: Carl Wells

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E718	# 81	40	5	4	1	1	132							4	1		1		1	7			
	% 61.4	30.3	3.8	3.0	0.8	0.8	100.0	15.7	3.8	2.2	NO	0.8	1.4	57.1	14.3		14.3		14.3	100.0	YES	78.9%	36.4%
E819	# 22	14	3	1	12		52	22.3	10.0	23.9	NO	8.1	NO	2	1	1		3		7	YES	19.0%	YES
	% 42.3	26.9	5.8	1.9	42.3		100.0							28.6	14.3	14.3		42.9		100.0			
E820	# 13	27	2	3	43	2	90	28.9	2.5	1.0	NO	NO	NO	2						2	YES	YES	YES
	% 14.4	30.0	2.2	3.3	47.8	2.2	100.0							100.0						100.0			
	#																						
	%						100.0													100.0			
	#																						
	%						100.0													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 2019: 84.3 percent
 Level of Goal Attainment for 2020: 83.5 percent
 Level of Goal Attainment for 2021: 82.7 percent

SC Department of Veterans' Affairs

Agency Director: William Grimsley

EEO Officer: Christa Wiebelt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2021							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 6	3		5	4		18							3	2		2	2		9			
	% 33.3	16.7		27.8	22.2		100.0	5.3	32.4	15.1	NO	4.6	NO	33.3	22.2		22.2	22.2		100.0	YES	85.8%	YES
E5 and E6	# 3			2	2		7	0.5	65.6	20.2	NO	37.0	NO		1					1	YES	43.6%	YES
	% 42.9			28.6	28.6		100.0								100.0					100.0			
E7 and E8	# 5	1					6	25.9	0.4	0.4	9.2	0.4	0.4	3	1					4	64.5%	0.0%	0.0%
	% 83.3	16.7					100.0							75.0	25.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: -
 Level of Goal Attainment for 2020: 84.3 percent First Year of Reporting
 Level of Goal Attainment for 2021: 84.8 percent

Department of Vocational Rehabilitation

Agency Director: Felicia Johnson

EEO Officer: Kimberly Jones

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	5		17																
	% 29.4	5.9		35.3	29.4		100.0	7.3	34.3	25.4	1.4	NO	NO							100.0	80.8%	YES	YES
E2	# 108	57	4	213	171	2	555																
	% 19.5	10.3	0.7	38.4	30.8	0.4	100.0	5.2	38.1	18.5	NO	NO	NO	3	3		11	17		34	YES	YES	YES
E3	# 14	3		5	7	1	30																
	% 46.7	10.0		16.7	23.3	3.3	100.0	4.1	27.6	11.3	NO	10.9	NO	3				1		4	YES	60.5%	YES
E5	# 22	13		86	59		180								1		3	3	1	8			
	% 12.2	7.2		47.8	32.8		100.0	6.6	43.5	22.4	NO	NO	NO		12.5		37.5	37.5	12.5	100.0	YES	YES	YES
E6	# 2	2		24	21		49										3	2		5			
	% 4.1	4.1		49.0	42.9		100.0	3.8	55.7	18.4	NO	6.7	NO				60.0	40.0		100.0	YES	88.0%	YES
E8	# 15	5	1		6		27							2	1				1	4			
	% 55.6	18.5	3.7		22.2		100.0	25.1	13.5	19.3	6.6	13.5	NO	50.0	25.0				25.0	100.0	73.7%	0.0%	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2019: 91.7 percent
 Level of Goal Attainment for 2020: 94.2 percent
 Level of Goal Attainment for 2021: 89.1 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Theresa Trowell

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021						Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			1	1		6	5.1	32.4	7.4	5.1*	15.7*	NO							100.0	0.0%*	51.5%*	YES
	% 66.7			16.7	16.7		100.0																
E2	# 15	23		11	14		63	8.7	37.5	20.3	NO	20.0	NO		2		1	1		4	YES	46.7%	YES
	% 23.8	36.5		17.5	22.2		100.0								50.0		25.0	25.0		100.0			
E3 and E5	# 1	1					2	7.1	28.7	6.1	NO	28.7*	6.1*							100.0	YES	0.0%*	0.0%*
	% 50.0	50.0					100.0																
E7 and E8	# 4	2			5		11	21.9	6.5	11.9	3.7*	6.5*	NO							100.0	83.1%*	0.0%*	YES
	% 36.4	18.2			45.5		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 2019: 90.4 percent
 Level of Goal Attainment for 2020: 87.3 percent
 Level of Goal Attainment for 2021: 85.2 percent

Winthrop University (Page 1 of 2)

Interim President: George Hynd

EEO Officer: Lisa Cowart

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	#	15	1	2	14	5	1	38						2			2			4			
	%	39.5	2.6	5.3	36.8	13.2	2.6	100.0	3.3	36.2	6.1	0.7	NO	NO	50.0			50.0		100.0	78.8%	YES	YES
C3	#	35	2	3	28	2	3	73						2		1	3			6			
	%	47.9	2.7	4.1	38.4	2.7	4.1	100.0	3.8	32.0	8.1	1.1	NO	5.4	33.3		16.7	50.0		100.0	71.1%	YES	33.3%
C4	#	31	6	2	30	4	4	77						3		1	4		1	9			
	%	40.3	7.8	2.6	39.0	5.2	5.2	100.0	3.3	32.5	6.3	NO	NO	1.1	33.3		11.1	44.4		100.0	YES	YES	82.5%
C5	#	25	2	3	35	9	5	79									1			1			
	%	31.6	2.5	3.8	44.3	11.4	6.3	100.0	2.4	35.4	3.5	NO	NO	NO				100.0		100.0	YES	YES	YES
C6	#	8		2	20	1	2	33						2				1		5			
	%	24.2		6.1	60.6	3.0	6.1	100.0	3.8	31.1	7.6	3.8	NO	4.6	40.0			40.0	20.0	100.0	0.0%	YES	39.5%
C8 and C9	#	25	9		26	7	4	71						5	5		6	2	2	20			
	%	35.2	12.7		36.6	9.9	5.6	100.0	5.3	30.4	5.6	NO	NO	NO	25.0	25.0		30.0	10.0	10.0	100.0	YES	YES
E1	#	5			9	3		17						3			1	1		5			
	%	29.4			52.9	17.6		100.0	4.3	33.7	7.2	4.3	NO	NO	60.0			20.0	20.0	100.0	0.0%	YES	YES
E2	#	24	4	1	93	20	5	147						3			17	4		24			
	%	16.3	2.7	0.7	63.3	13.6	3.4	100.0	5.5	40.5	11.0	2.8	NO	NO	12.5			70.8	16.7	100.0	49.1%	YES	YES
E3	#	19	3		10	4		36						3			1			4			
	%	52.8	8.3		27.8	11.1		100.0	7.8	21.6	8.7	NO	NO	NO	75.0			25.0		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 2019: 90.1 percent
 Level of Goal Attainment for 2020: 87.4 percent
 Level of Goal Attainment for 2021: 87.4 percent

Winthrop University (Page 2 of 2)

Interim President: George Hynd

EEO Officer: Lisa Cowart

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21							% OF Goals Met Based on Adjusted 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	# 6	2	1	1			10							4	2	1				7			
	% 60.0	20.0	10.0	10.0			100.0	12.9	8.2	3.4	NO	NO	3.4	57.1	28.6	14.3				100.0	YES	YES	0.0%
E5	# 1			16	3		20										2	1		3			
	% 5.0			80.0	15.0		100.0	0.8	62.5	15.8	0.8	NO	0.8				66.7	33.3		100.0	0.0%	YES	94.9%
E6	# 1			17	5	2	25										1			1			
	% 4.0			68.0	20.0	8.0	100.0	2.1	62.6	15.7	2.1	NO	NO				100.0			100.0	0.0%	YES	YES
E7	# 28	2		1			31							5		1				6			
	% 90.3	6.5		3.2			100.0	10.1	4.7	0.7	3.6	1.5	0.7	83.3		16.7				100.0	64.4%	68.1%	0.0%
E8	# 19	6	1	8	33	3	70							3				2		5			
	% 27.1	8.6	1.4	11.4	47.1	4.3	100.0	16.3	10.7	12.4	7.7	NO	NO	60.0				40.0		100.0	52.8%	YES	YES
	#																						
	%																						

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

Level of Goal Attainment for 2019: 90.1 percent
 Level of Goal Attainment for 2020: 87.4 percent
 Level of Goal Attainment for 2021: 87.4 percent

Workers' Compensation Commission

Agency Director: Gary Cannon

EEO Officer: Bridget Ward

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2021						Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/1/2020 - 9/30/21						% OF Goals Met Based on Adjusted 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				7.3	33.2	11.2				1			1		*		
	%	16.7		66.7	16.7		100.0				7.3	NO	NO				100.0			100.0	0.0%	YES	YES	
E2 and E3	#	3	1	20	8		32				6.7	20.1	30.1				4			5		*		
	%	9.4	3.1	62.5	25.0		100.0				6.7	20.1	30.1	3.6	NO	5.1	20.0			80.0	46.3%	YES	83.1%	
E5	#			2	1		3				6.7	55.1	21.5									*		
	%			66.7	33.3		100.0				6.7	NO	NO							100.0	0.0%	YES	YES	
	#																			100.0				
	%																			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.

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

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

Level of Goal Attainment for 2019: 91.5 percent
 Level of Goal Attainment for 2020: 87.3 percent
 Level of Goal Attainment for 2021: 89.9 percent

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South Carolina Human Affairs Commission



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