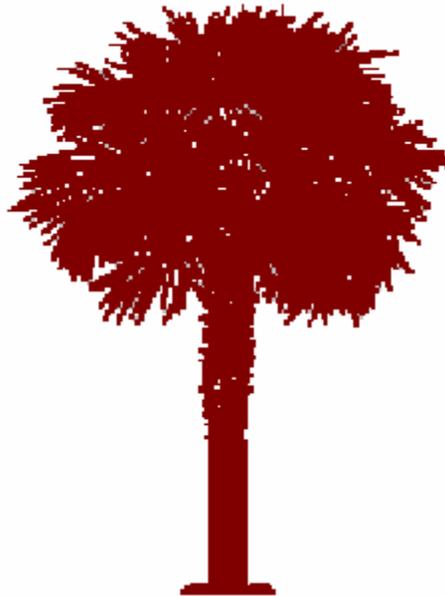


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN
SOUTH CAROLINA STATE GOVERNMENT**



FEBRUARY 1, 2011

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

Acknowledgements:

Several staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principals were Jacquelin Brown and Sarah Crouch, EEO Consultants; Stephanie Price, Administrative Assistant; and Mary Dunlap Snead, Division Director.

MEMORANDUM

TO: The Honorable Nikki Haley The Honorable Ken Ard The Honorable Bobby Harrell
 Governor of the State of South Carolina Lieutenant Governor of South Carolina Speaker of the House

FROM: Ralph Haile, Interim Commissioner

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

DATE: February 1, 2011

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

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

In keeping with these requirements, it is my pleasure to present to you the 2011 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

Over the past 10 years the SCHAC has found very little change in the composition of the state workforce. (See summary beginning on page 7).

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

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

If you have questions about our report or need additional information, please contact me. I have also asked Mary Dunlap Snead, Director of Technical Services and Training Programs, to assist with any questions you may have if I am not available.

Copy: Legislative Printing and Information Technology Resources; Agency Heads

TABLE OF CONTENTS

Commission Members

Memorandum of Transmittal

Acknowledgements

Section I:	Introduction	1-2
	Affirmative Action Plan Components	3-4
	Status of Affirmative Action Plans	5-6
Section II:	Report Summary	7-8
	Tables and Charts Depicting Composition of State Government Workforce	9-11
Section III:	Percentage Level of Goal Attainment Ranked Highest to Lowest	12-13
Section IV:	Explanation of Charts	14-20
Section V:	State Agencies' Workforces	21-122

Section VI: Index of State Agencies

123-126

SECTION I

INTRODUCTION

This report covers the period of October 1st, 2009 through September 30th, 2010 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

What is Affirmative Action?

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

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

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

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

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

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

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

Exempt Agencies:

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

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

Affirmative Action Plan Components

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

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

Each plan approved by SCHAC contains the following information:

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

Job Group Analysis

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

Availability Analysis

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

Determining Underutilization

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

Goals

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

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

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

Please refer to pages 14-20 for more detailed explanations of the guidelines used for this report.

AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS

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

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

Greenville Technical College
Health and Environmental Control
Health and Human Services, Department of
Horry-Georgetown Technical College
*Housing, Finance and Development Authority, South Carolina
Indigent Defense
Insurance, Department of
John de la Howe School
Juvenile Justice, Department of
Labor Licensing and Regulation, Department of
Law Enforcement Division, State
Library, State
Lieutenant Governor's Office
Low Country, Technical College of the
Medical University Hospital
Medical University of South Carolina
Mental Health, Department of
Midlands Technical College
Motor Vehicles, Department of
Museum Commission
Natural Resources, Department of
Northeastern Technical College
Office of Regulatory Staff
Orangeburg-Calhoun Technical College
Parks, Recreation and Tourism, Department of
Patriot's Point
Piedmont Technical College
Ports Authority, State
Probation, Pardon and Parole, Department of
Public Safety, Department of
Public Service Commission
Revenue, Department of
Santee Cooper
Second Injury Fund, South Carolina

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

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

AGENCIES WITH AFFIRMATIVE ACTION PLANS
PENDING APPROVAL

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

Commission on Higher Education
Criminal Justice Academy
Governor's School for Arts and Humanities
Lander University

AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS

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

SECTION II

Report Summary

This report includes employment data by race, gender, and level of employment on 86 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC.

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 and pay bands. Despite this limitation, this analysis of employment data can prove useful. Our hope is to stimulate readers and identify areas where inappropriate obstacles may interfere with the advancement of women and minorities in state government.

In terms of race and gender 97 percent of the state government's workforce was comprised of either white or black employees. Three percent of the state's workforce identified belonging to other racial/ethnic groups. Overall, white employees comprised of 63.9 percent of the state government workforce and black employees accounted for 33 percent; females comprised 56.3 percent and males 43.7 percent.

During the time period covered in this report the total number of state government employees declined to 61,156, a decrease of 1,722 employees. However, there were new hires and promotions within many of the state agencies. You can review the hiring and promotion activity on each agency's chart in Section # V of this report.

As you read this report and review the charts and tables in this section, you will note the continuing trend that the representation of minorities and women in the total workforce, and within the lower salary bands, closely reflects the relative availability for these groups. But as the salary bands rise above the mid-point the representation of blacks and females tends to decline.

Report Highlights

- During this reporting period, there were 61,156 women and men employed by the state government. 43.7 percent were men and 56.2 percent were women. 63.9 percent were White; 33.1 percent were Black or African American, and 3.0 percent reported races/ethnic origins other than White or Black.
- These percentages closely reflect civilian labor force for South Carolina as reported in the 2000 census (CLF). However, a look at the composition of state government's three highest salary Pay Bands (8, 9, 10) reveals that female representation decreases from 56.2 percent to 37.9 percent and that Black representation decreases from 33.1 percent to 12.5 percent.
- Once again these numbers suggest the presence of a "glass ceiling" for Black employees and women.
- State government does still have six agencies failing to achieve at least 70 percent of their goals: the Forestry Commission (68.7%), Parks, Recreation & Tourism (67.6%), State Ports Authority (66.7%), The Citadel (65.5%), Indigent Defense (67.7%) and Lander University (61.0%).
- The following two tables show the composition of State Government tens years ago in September 2000 compared with State Government in September 2010. As you can see the upper pay levels have changed very little.

TABLE II -- Page 1 of 2

Number and Percent Change by Race and Sex
September 2009 and 2010
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
00													
2009	5148	46.55	459	4.15	515	4.65	4077	36.87	572	5.17	286	2.58	11057
2010	5148	46.20	461	4.13	529	4.75	4110	36.89	584	5.24	309	2.77	11141
Change	0	- 0.35	+ 2	- 0.02	+ 14	+ 0.10	+ 33	+ 0.02	+ 12	+ 0.07	+ 23	+ 0.19	+ 84
01													
2009	66	10.06	136	20.73	0	0.00	89	13.57	358	54.57	7	1.07	656
2010	60	9.72	127	20.58	0	0.00	84	13.61	332	53.81	14	2.27	617
Change	- 6	- 0.34	- 9	- 0.15	0	0.00	- 5	+ 0.04	- 26	- 0.76	+ 7	+ 1.20	- 39
02													
2009	1042	22.37	1188	25.50	34	0.73	516	11.08	1856	39.84	23	0.49	4659
2010	992	22.97	1107	25.64	34	0.79	445	10.31	1719	39.81	21	0.49	4318
Change	- 50	+ 0.60	- 81	+ 0.14	0	+ 0.06	- 71	- 0.77	- 137	- 0.03	- 2	0.00	- 341
03													
2009	1775	17.16	1580	15.28	65	0.63	3392	32.80	3392	32.80	138	1.33	10342
2010	1734	17.33	1482	14.81	72	0.72	3165	31.63	3422	34.20	130	1.30	10005
Change	- 41	+ 0.17	- 98	- 0.47	+ 7	+ 0.09	- 227	- 1.17	+ 30	+ 1.40	- 8	- 0.03	- 337
04													
2009	3033	22.81	1775	13.35	108	0.81	4436	33.36	3822	28.74	123	0.93	13297
2010	2990	23.12	1738	13.44	106	0.82	4262	32.95	3709	28.68	129	1.00	12934
Change	- 43	+ 0.31	- 37	+ 0.09	- 2	+ 0.01	- 174	- 0.41	- 113	- 0.06	+ 6	+ 0.07	- 363
05													
2009	3495	31.45	1087	9.78	89	0.80	4023	36.20	2304	20.73	114	1.03	11112
2010	3419	31.51	1035	9.54	98	0.90	3928	36.20	2250	20.74	120	1.11	10850
Change	- 76	+ 0.06	- 52	- 0.24	+ 9	+ 0.10	- 95	0.00	- 54	+ 0.01	+ 6	+ 0.08	- 262

TABLE II -- Page 2 of 2

Number and Percent Change by Race and Sex
Between September 2009 and 2010
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
06													
2009	2455	36.10	554	8.15	79	1.16	2594	38.15	1029	15.13	89	1.31	6800
2010	2384	35.76	547	8.20	80	1.20	2553	38.29	1012	15.18	91	1.36	6667
Change	- 71	- 0.34	- 7	+ 0.06	+ 1	+ 0.04	- 41	+ 0.15	- 17	+ 0.05	+ 2	+ 0.06	- 133
07													
2009	1620	47.13	206	5.99	49	1.43	1199	34.89	331	9.63	32	0.93	3437
2010	1584	46.78	204	6.02	48	1.42	1176	34.73	339	10.01	35	1.03	3386
Change	- 36	- 0.35	- 2	+ 0.03	- 1	- 0.01	- 23	- 0.15	+ 8	+ 0.38	+ 3	+ 0.10	- 51
08													
2009	544	54.95	60	6.06	12	1.21	296	29.90	70	7.07	8	0.81	990
2010	551	54.50	60	5.93	12	1.19	312	30.86	69	6.82	7	0.69	1011
Change	+ 7	- 0.45	0	- 0.13	0	- 0.03	+ 16	+ 0.96	- 1	- 0.25	- 1	- 0.12	+ 21
09													
2009	98	56.32	10	5.75	6	3.45	49	28.16	7	4.02	4	2.30	174
2010	93	55.03	10	5.92	6	3.55	51	30.18	6	3.55	3	1.78	169
Change	- 5	- 1.29	0	+ 0.17	0	+ 0.10	+ 2	+ 2.02	- 1	- 0.47	- 1	- 0.52	- 5
10													
2009	35	58.33	3	5.00	2	3.33	10	16.67	6	10.00	4	6.67	60
2010	33	56.90	3	5.17	1	1.72	10	17.24	7	12.07	4	6.90	58
Change	- 2	- 1.44	0	+ 0.17	- 1	- 1.61	0	+ 0.57	+ 1	+ 1.00	0	+ 0.23	- 2
Total													
2009	19311	30.71	1705	11.35	959	1.37	20681	33.18	14034	22.41	835	1.22	62878
2010	18988	31.05	6774	11.08	986	1.61	20096	32.86	13449	21.99	863	1.41	61156
Change	- 323	+ 0.34	+5 069	- 0.27	+ 27	+ 0.25	- 585	- 0.32	- 585	- 0.42	+ 28	+ 0.19	-1 722

Table I (A)

Office of Human Resources

STATE OF SOUTH CAROLINA
PAY BANDS

Run Date 9/30/00

BAND	WHITE		MALE BLACK		ALL OTHERS		WHITE		FEMALE BLACK		ALL OTHERS		TOTAL
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
0	5162	52.29	438	4.43	318	3.21	3296	33.39	522	5.28	135	1.35	9871
1	149	9.62	417	26.93	4	0.25	168	10.85	806	52.06	4	0.24	1548
2	1140	18	1422	22.46	25	0.39	1043	16.47	2677	42.28	24	0.37	6331
3	1788	12.22	1986	13.65	52	0.35	5700	39.18	4905	33.71	126	0.85	14547
4	3688	26.62	1913	13.8	80	0.57	5040	36.38	3053	22.03	79	0.56	13853
5	3883	33/06	1076	9.16	66	0.55	4756	40.5	1887	16.06	75	0.63	11743
6	2794	41.87	532	7.97	47	0.69	2501	37.47	757	11.34	42	0.62	66.73
7	1791	56.39	180	5.66	35	1.09	958	30.16	192	6.04	20	0.62	3176
8	559	64.61	40	4.69	7	0.81	204	23.94	39	4.57	3	0.34	852
9	108	68.35	11	6.96	4	2.52	24	15.18	9	5.69	2	1.26	158
10	46	63.88	4	5.55	6	8.33	10	13.88	2	2.77	4	5.55	72
TOTAL	21098	30.65	8019	11.65	644	0.92	23700	34.43	14849	21.57	514	0.74	68824

This report includes all FTE positions in State Government. It does not include Temporary Grant and Temporary employees.

SECTION III

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARTS COMMISSION	100.0	25	25	Commerce, Department of	89.7	95
1	Lieutenant Governor's Office	100.0	42	25	Education, Department of	89.7	898
1	Secretary of State	100.0	26	25	Educational, South Carolina Lottery	89.7	132
1	Workers' Compensation	100.0	54	25	Technical College of the Low Country	89.7	140
2	Santee Cooper	99.1	1840	26	Vocational Rehabilitation, Department of	89.3	1113
3	Trident Technical College	98.6	676	27	Corrections, Department of	89.1	5536
4	Alcohol and other Drug Abuse Services	97.2	25	28	Public Service Commission	89.0	38
5	Revenue, Department of	96.8	639	29	Health and Environmental Control	88.8	3613
6	Insurance, Department of	96.7	86	30	Tri-County Technical College	88.8	317
7	Educational Television Commission	95.7	185	31	Law Enforcement Division, State	88.6	447
7	Greenville Technical College	95.7	680	32	Medical University Hospital	88.2	5467
8	Employment and Workforce	93.9	883	32	Transportation, Department of	88.2	4821
9	Agriculture, Department of	93.6	130	33	Blind, Commission for the	87.6	108
10	Financial Institutions, SC Board of	93.5	33	33	Natural Resources, Department of	87.6	689
11	Social Services, Department of	93.3	3304	34	Williamburg Technical College	87.5	62
12	Governor's Office Executive Policy	93.1	214	35	Orangeburg-Calhoun Technical College	86.3	172
13	Second Injury Fund, South Carolina	92.9	20	36	Clemson University	86.0	3695
14	Aiken Technical College	92.6	136	37	Denmark Technical College	85.1	115
14	Spartanburg Community College	92.6	289	38	Mental Health, Department of	85.1	4157
15	York Technical College	92.4	281	38	Central Carolina Technical College	84.6	201
16	Budget & Control Board	92.2	1012	39	Winthrop University	84.4	829
16	Consumer Affairs, Office of	92.2	36	40	Horry-Georgetown Technical College	84.1	295
17	Deaf and Blind, School of	92.1	335	40	Technical and Comprehensive	84.1	57
18	Accident Fund, State	91.8	68	41	Northeastern Technical College	83.9	80
19	Midlands Technical College	91.5	556	42	Francis Marion University	83.8	486
19	Motor Vehicles, Department of	91.5	1151	43	Auditor's Office, State	83.7	31
20	Health and Human Services, Department	91.4	1057	43	Juvenile Justice, Department of	83.7	1393
21	Treasurer's Office, South Carolina State	90.7	60	43	Labor, Licensing and Regulation, Dept	83.7	389
22	Piedmont Technical College	90.4	272	44	Medical University of South Carolina	83.2	3156
23	Criminal Justice, Academy	90.2	117	45	Governor's School for Science & Mathema	82.6	33
24	Comptroller General's Office	89.9	46	46	Coastal Carolina University	81.4	978

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
47	University of South Carolina	81.3	5845		*Attorney General's Office	Exempt	160
48	John de la Howe School	80.9	75		*Housing, Finance and Development	Exempt	122
49	Florence-Darlington Technical College	80.4	231		PATRIOT'S POINT (Failed to Report)		65
50	Disabilities and Special Needs, Departmen	79.4	1981				
51	Adjutant General's Office	79.8	122				
52	College of Charleston	76.0	1333				
53	Office of Regulatory Staff	75.8	67				
54	Wil Lou Gray Opportunity School	75.7	54				
55	Election Commission, State	75.1	17				
56	Probation, Pardon and Parole Department	74.7	581				
57	Public Safety, Department of	73.9	1369				
58	Library, State	72.0	38				
59	Governor's School for Arts and Humanities	71.5	71				
59	South Carolina State University	71.5	627				
60	Museum Commission	71.4	32				
61	Archives and History, Department of	71.2	46				
62	Forestry Commission	68.7	350				
63	Indigent Defense	67.7	64				
67	Parks, Recreation and Tourism, Departme	67.6	372				
65	Ports Authority, State	66.7	547				
66	Citadel, The	65.5	617				
67	Lander University	61.0	363				

SECTION IV

Explanation of Agency Charts

Pages 21 through 122 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2009 through September 30, 2010). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

Column One: Equal Employment Opportunity (EEO) Category Codes

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

E1) Executives:

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

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

E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors:*

C4) Associate Professors:*

C5) Assistant Professors:*

C6) Instructors:*

C7) Lecturers:*

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

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

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

Column Two: Workforce Totals

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2010. For purposes of the report, the following race/sex categories are used:

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

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

Column Three: Adjusted Availability

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

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

Column Four: Underutilization

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

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

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

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

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2009 and September 30, 2010. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

Column Six: Goals Met

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

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

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

SECTION V

State Accident Fund

Agency Director: Harry B. Gregory, Jr.

EEO Officer: Gerald Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	2		9	5.6	26.8	6.2	5.6 *	4.6 *	NO				1			1	0.0% *	82.8% *	YES
	% 55.6			22.2	22.2		100.0										100.0			100.0			
E2	# 9	1		17	10	1	38	4.1	39.7	16.1	1.5 *	NO	NO	3			3			6	63.4% *	YES	YES
	% 23.7	2.6		44.7	26.3	2.6	100.0							50.0			50.0			100.0			
E3	# 2	2		3			7	10.7	21.1	5.7	NO	NO	5.7 *	1	1		1			3	YES	YES	0.0% *
	% 28.6	28.6		42.9			100.0							33.3	33.3		33.3			100.0			
E5 and E6	# 1			5	7	2	15	4.5	46.1	16.2	NO	12.8	NO				1			1	YES	72.2%	YES
	% 6.7			33.3	46.7	13.3	100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 95.7 percent

Level of Goal Attainment for 2009: 96.2 percent

Level of Goal Attainment for 2010: 91.8 percent

Adjutant General Office

Agency Director: Stanhope S. Spears

EEO Officer: Robert L. Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	2					11	3.8	31.3	5.3	NO	31.3	5.3								YES	0.0%	0.0%
	% 81.8	18.2					100.0																
E2	# 37	5	1	17	5	1	66	6.5	34.8	11.4	NO	9.0	3.8	1	1		4	1	1	8	YES	74.1%	66.7%
	% 56.1	7.6	1.5	25.8	7.6	1.5	100.0							12.5	12.5		50.0	12.5	12.5	100.0			
E3	# 4			3			7	4.0	34.1	16.0	4.0	NO	16.0								0.0%	YES	0.0%
	% 57.1			42.9			100.0																
E4	# 6	4					10	16.0	6.2	3.8	NO	6.2	3.8								YES	0.0%	0.0%
	% 60.0	40.0					100.0																
E5 and E6	# 1			8	1		10	1.2	61.2	11.9	1.2	NO	1.9								0.0%	YES	84.0%
	% 10.0			80.0	10.0		100.0																
E7	# 10	2					12	17.8	3.8	1.6	1.1	3.8	1.6								93.8%	0.0%	0.0%
	% 83.3	16.7					100.0																
E8	# 2	1		1	1		5	18.1	15.8	23.5	NO	NO	3.5								YES	YES	85.1%
	% 40.0	20.0		20.0	20.0		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 68.3 percent

Level of Goal Attainment for 2009: 77.2 percent

Level of Goal Attainment for 2010: 78.8 percent

Agriculture, Department of

Agency Director: Hugh E. Weathers

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	5.5	35.6	7.1	5.5	10.6	NO								0.0%	70.2%	YES
	% 50.0			25.0	25.0		100.0																
E2	# 19	4		12	4		39	7.5	33.7	16.8	NO	2.9	6.5								YES	91.4%	61.3%
	% 48.7	10.3		30.8	10.3		100.0																
E3 and E5	# 27	4		24	7		62	6.8	32.0	21.3	0.3	NO	NO	1			1	1		3	95.6%	YES	YES
	% 43.5	6.5		38.7	11.3		100.0							33.3			33.3	33.3		100.0			
E6	#			3	1	1	5	0.8	57.8	17.7	0.8	NO	NO						1	1	0.0%	YES	YES
	%			60.0	20.0	20.0	100.0												100.0	100.0			
E7 and E8	# 4	3		1			8	21.3	10.0	10.1	NO	NO	10.1								YES	YES	0.0%
	% 50.0	37.5		12.5			100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 81.5 percent

Level of Goal Attainment for 2009: 92.3 percent

Level of Goal Attainment for 2010: 93.2 percent

SC Department of Alcohol and Other Drug Abuse Services

Agency Director: W. Lee Catoe

EEO Officer: Lillian Roberson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		1	5	18.7	22.5	5.6	NO	2.5	5.6								YES	88.9%	0.0%
	% 40.0	20.0		20.0		20.0	100.0															*	*
E2	# 6	2		10	10		28	4.8	39.1	14.5	NO	3.4	NO								YES	91.3%	YES
	% 21.4	7.1		35.7	35.7		100.0															*	*
E3 and E5	# 1			1	1		3	4.4	25.3	0.8	4.4	NO	NO								0.0%	YES	YES
	% 33.3			33.3	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 94.0 percent

Level of Goal Attainment for 2009: 95.9 percent

Level of Goal Attainment for 2010: 97.2 percent

Archives and History

Agency Director: William E. Emerson

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#			1	2		3	5.3	34.7	7.4	5.3	1.4	NO								0.0%	96.0%	YES
	%			33.3	66.7		100.0										1			1			
E2	#	18		8	3		29	3.6	39.1	6.4	3.6	11.5	NO				100.0		100.0	0.0%	70.6%	YES	
	%	62.1		27.6	10.3		100.0																
E3	#	3		1			4	5.7	41.1	12.0	5.7	16.1	12.0								0.0%	60.8%	0.0%
	%	75.0		25.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 83.9 percent
 Level of Goal Attainment for 2009: 81.9 percent
 Level of Goal Attainment for 2010: 71.2 percent

Arts Commission

Agency Head: Ken May

EEO Officer: Joy Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1						1	4.1	32.8	6.2	4.1*	32.8*	6.2*								0.0%*	0.0%*	0.0%*
	% 100.0						100.0																
E2	# 2			10	2		14	5.1	40.0	11.8	5.1*	NO	NO								0.0%*	YES	YES
	% 14.3			71.4	14.3		100.0																
E3 and E5	#			2	1		3	3.8	50.5	8.9	3.8*	NO	NO								0.0%*	YES	YES
	%			66.7	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 96.0 percent
 Level of Goal Attainment for 2009: 100.0 percent
 Level of Goal Attainment for 2010: 100.0 percent

Auditor, State

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

EEO Officer: R. Kenneth Harrill

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7		1	4	1	1	14	5.1	36.9	15.8	5.1	8.3	8.7	1						1	0.0%	77.5%	44.9%
	% 50.0		7.1	28.6	7.1	7.1	100.0							100.0						100.0			
E2	# 5	1		4	2		12	4.4	41.3	19.8	NO	8.0	3.1								YES	80.6%	84.3%
	% 41.7	8.3		33.3	16.7		100.0																
E5 and E6	#			2	1		3	6.0	67.5	4.5	6.0	0.8	NO								0.0%	98.8%	YES
	%			66.7	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 70.6 percent
 Level of Goal Attainment for 2009: 80.0 percent
 Level of Goal Attainment for 2010: 83.7 percent

Blind, Commission for the

Agency Director: James M. Kirby

EEO Officer: Wanda Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3	1		1	2		7	5.6	28.1	8.0	NO	13.8	NO								YES	50.9%	YES
	% 42.9	14.3		14.3	28.6		100.0										4	2		6	YES	81.2%	YES
E2	# 5	8	1	19	30		63	8.6	37.2	20.7	NO	7.0	NO				66.7	33.3		100.0	YES	81.2%	YES
	% 7.9	12.7	1.6	30.2	47.6		100.0																
E3	# 3	1	1	9	12		26	2.7	61.2	12.5	NO	26.6	NO								YES	56.5%	YES
	% 11.5	3.8	3.8	34.6	46.2		100.0																
E5	# 3						3	7.2	16.7	9.0	7.2	16.7	9.0				1	1		2	0.0%	0.0%	0.0%
	% 100.0						100.0										50.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 85.1 percent
 Level of Goal Attainment for 2009: 86.1 percent
 Level of Goal Attainment for 2010: 87.6 percent

Financial Institutions, Board of

Agency Director: Converse A. Chellis, III

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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			5	2.4	42.5	5.5	2.4	2.5	5.5								0.0%	94.1%	0.0%
	% 60.0			40.0			100.0																
E2	# 10	3		8	3		24	5.6	45.3	8.9	NO	12.0	NO	1			1			2	YES	73.5%	YES
	% 41.7	12.5		33.3	12.5		100.0							50.0			50.0			100.0			
E5 and E6	#			1			1	0.2	69.7	17.6	0.2	NO	17.6				1			1	0.0%	YES	0.0%
	%			100.0			100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 89.1 percent
 Level of Goal Attainment for 2009: 90.4 percent
 Level of Goal Attainment for 2010: 93.5 percent

Budget and Control Board

Agency Director: Frank Fusco

EEO Officer: Caroline Agardy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		6	1		21	7.0	17.4	2.2	NO	NO	NO								YES	YES	YES
	% 57.1	9.5		28.6	4.8		100.0																
E2A	# 49	5		26	3		83	4.6	26.9	5.2	NO	NO	1.6	1			2			3	YES	YES	69.2%
	% 59.0	6.0		31.3	3.6		100.0							33.3			66.7			100.0			
E2B	# 98	11	1	65	21		196	4.7	29.3	6.2	NO	NO	NO	2	1		4			7	YES	YES	YES
	% 50.0	5.6	0.5	33.2	10.7		100.0							28.6	14.3		57.1			100.0			
E2C	# 68	9	1	67	20	2	167	5.3	32.6	8.6	NO	NO	NO	7			1		1	9	YES	YES	YES
	% 40.7	5.4	0.6	40.1	12.0	1.2	100.0							77.8			11.1		11.1	100.0			
E2D	# 27	15	3	80	59	4	188	4.6	43.2	11.2	NO	0.6	NO	1	3		12	4	4	24	YES	98.6%	YES
	% 14.4	8.0	1.6	42.6	31.4	2.1	100.0							4.2	12.5		50.0	16.7	16.7	100.0			
E3	# 66	12	3	34	17	4	136	8.0	23.5	6.9	NO	NO	NO	5		1			1	7	YES	YES	YES
	% 48.5	8.8	2.2	25.0	12.5	2.9	100.0							71.4		14.3			14.3	100.0			
E5	# 3	1		31	16		51	1.6	67.5	11.7	NO	6.7	NO							100.0	YES	90.1%	YES
	% 5.9	2.0		60.8	31.4		100.0																
E6	# 4	5	1	21	16	1	48	5.1	53.6	12.8	NO	9.8	NO				1			1	YES	81.7%	YES
	% 8.3	10.4	2.1	43.8	33.3	2.1	100.0										100.0			100.0			
E7	# 50	19		1			70	18.8	2.6	1.7	NO	1.2	1.7	3						3	YES	53.8%	0.0%
	% 71.4	27.1		1.4			100.0							100.0						100.0			
E8	# 11	12		4	9		36	22.0	14.9	11.5	NO	3.8	NO	1				1		2	YES	74.5%	YES
	% 30.6	33.3		11.1	25.0		100.0							50.0				50.0		100.0			

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

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

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

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

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

Level of Goal Attainment for 2008: 93.1 percent
 Level of Goal Attainment for 2009: 92.6 percent
 Level of Goal Attainment for 2010: 92.2 percent

The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Derrick Crawford

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	# 23	2	1	3			29	2.6	45.1	7.2	NO	34.8	7.2								YES	22.8%	0.0%
	% 79.3	6.9	3.4	10.3			100.0																
C3	# 30		1	11		1	43	2.4	43.6	9.1	2.4	18.0	9.1	5						5	0.0%	58.7%	0.0%
	% 69.8		2.3	25.6		2.3	100.0							100.0						100.0			
C4	# 28	1	2	15	4	2	52	2.6	44.5	9.5	0.7	15.7	1.8	1			1		1	3	73.1%	64.7%	81.1%
	% 53.8	1.9	3.8	28.8	7.7	3.8	100.0							33.3			33.3		33.3	100.0			
C5 and C6	# 52	1	4	24	3	4	88	3.9	43.8	11.0				7		1	4	1	2	15			
	% 59.1	1.1	4.5	27.3	3.4	4.5	100.0				2.8	16.5	7.6	46.7		6.7	26.7	6.7	13.3	100.0	28.2%	62.3%	30.9%
C8 and C9	# 41	4		12	1	1	59	5.5	27.4	2.3	NO	7.1	0.6	12	2	1			1	16			
	% 69.5	6.8		20.3	1.7	1.7	100.0							75.0	12.5	6.3			6.3	100.0	YES	74.1%	73.9%
E2	# 39	6	3	57	11	7	123	5.9	41.3	13.3	1.0	NO	4.4	7	2	1	3		3	16	83.1%	YES	66.9%
	% 31.7	4.9	2.4	46.3	8.9	5.7	100.0							43.8	12.5	6.3	18.8		18.8	100.0			
E3 and E5	# 23	3	1	24	11	1	63	3.8	39.3	17.3	NO	1.2	NO	3	2	1	1	1	1	9	YES	96.9%	YES
	% 36.5	4.8	1.6	38.1	17.5	1.6	100.0							33.3	22.2	11.1	11.1	11.1	11.1	100.0			
E4	# 13	3					16	12.6	13.5	5.4	NO	13.5	5.4	2	2					4	YES	0.0%	0.0%
	% 81.3	18.8					100.0							50.0	50.0					100.0			
E6	# 1			16	10	1	28	2.1	63.7	15.6	2.1	6.6	NO			1	3			4	0.0%	89.6%	YES
	% 3.6			57.1	35.7	3.6	100.0									25.0	75.0			100.0			

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

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

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

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

Level of Goal Attainment for 2008: 65.5 percent

Level of Goal Attainment for 2009: 61.6 percent

Level of Goal Attainment for 2010: 65.5 percent

Clemson University (Page 1 of 3)

Agency Director: Dr. James Barker

EEO Officer: Jerry Knighton

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	1			1			2	6.4	26.5	4.4	6.4	NO	4.4								0.0%	YES	0.0%
	%	50.0			50.0			100.0																
C2	#	15	1	2	8	2		28	3.6	29.5	6.8	0.0	0.9	NO							YES	96.9%	YES	
	%	53.6	3.6	7.1	28.6	7.1		100.0																
C3	#	264	6	29	67	1	4	371	2.6	21.4	1.9	1.0	3.3	1.6	7		1			8	61.5%	84.6%	15.8%	
	%	71.2	1.6	7.8	18.1	0.3	1.1	100.0							87.5		12.5			100.0				
C4	#	141	7	23	65	3	9	248	2.4	24.2	2.4	NO	NO	1.2		1				1	YES	YES	50.0%	
	%	56.9	2.8	9.3	26.2	1.2	3.6	100.0								100.0				100.0				
C5	#	129	6	29	78	6	17	265	2.7	26.2	2.7	0.4	NO	0.4	20		3	5		2	30	85.2%	YES	85.2%
	%	48.7	2.3	10.9	29.4	2.3	6.4	100.0							66.7		10.0	16.7		6.7	100.0			
C7	#	122	6	4	149	5	6	292	3.2	29.7	4.2	1.1	NO	2.5	6		3	7		2	18	65.6%	YES	40.5%
	%	41.8	2.1	1.4	51.0	1.7	2.1	100.0							33.3		16.7	38.9		11.1	100.0			
C8	#	65		3	33	2	2	105	3.4	32.0	4.0	3.4	0.6	2.1	6			1		7	0.0%	98.1%	47.5%	
	%	61.9		2.9	31.4	1.9	1.9	100.0							85.7			14.3		100.0				
C9	#	135	26	3	73	26	3	266	5.0	29.7	9.0	NO	2.3	NO	14	2	3	3	3	25	YES	92.3%	YES	
	%	50.8	9.8	1.1	27.4	9.8	1.1	100.0							56.0	8.0	12.0	12.0	12.0	100.0				
E1	#	86	8		79	7	2	182	4.2	37.2	7.7	NO	NO	3.9	2			2	1	5	YES	YES	49.4%	
	%	47.3	4.4		43.4	3.8	1.1	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 2008: 80.9 percent

Level of Goal Attainment for 2009: 84.9 percent

Level of Goal Attainment for 2010: 86.0 percent

Clemson University (Page 2 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	# 86	10	4	251	34	8	393	2.4	60.5	8.6	NO	NO	NO	3			11	1	2	17	YES	YES	YES
	% 21.9	2.5	1.0	63.9	8.7	2.0	100.0							17.6			64.7	5.9	11.8	100.0			
E22	# 18	2		56	7		83	2.1	62.2	4.4	NO	NO	NO	2			4	1		7	YES	YES	YES
	% 21.7	2.4		67.5	8.4		100.0							28.6			57.1	14.3		100.0			
E23	# 31	4		92	12	4	143	3.0	62.1	10.6	0.2	NO	2.2	3	1		11		2	17	93.3%*	YES	79.2%
	% 21.7	2.8		64.3	8.4	2.8	100.0							17.6	5.9		64.7		11.8	100.0			
E24	# 34		1	17			52	6.1	40.6	8.6	6.1	7.9	8.6	4			1			5	0.0%	80.5%	0.0%
	% 65.4		1.9	32.7			100.0							80.0			20.0			100.0			
E25	# 69	2	1	49	5		126	2.8	28.4	3.5	1.2	NO	NO	1			5			6	57.1%	YES	YES
	% 54.8	1.6	0.8	38.9	4.0		100.0							16.7			83.3			100.0			
E31	# 73	8	1	62	11	2	157	4.3	33.5	6.0	NO	NO	NO	2						2	YES	YES	YES
	% 46.5	5.1	0.6	39.5	7.0	1.3	100.0							100.0						100.0			
E32	# 66	6	1	29	4	1	107	6.4	33.2	7.4	0.8	6.1	3.7	4			3			7	87.5%*	81.6%	50.0%
	% 61.7	5.6	0.9	27.1	3.7	0.9	100.0							66.7			33.3			100.0			
E4	# 34	3		5	1		43	5.4	10.3	1.6	NO	NO	NO	9	1		2			12	YES	YES	YES
	% 79.1	7.0		11.6	2.3		100.0							75.0	8.3		16.7			100.0			
E51	# 5	2	1	202	26	2	238	1.0	82.5	8.0	0.2	NO	NO	1			17	3		21	80.0%*	YES	YES
	% 2.1	0.8	0.4	84.9	10.9	0.8	100.0							4.8			81.0	14.3		100.0			

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

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

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

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

Level of Goal Attainment for 2008: 80.9 percent

Level of Goal Attainment for 2009: 84.9 percent

Level of Goal Attainment for 2010: 86.0 percent

Clemson University (Page 3 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	# 11	8		25	16	1	61	16.2	55.5	8.5	3.1	14.5	NO	1	1		3			5	80.9%	73.9%	YES
	% 18.0	13.1		41.0	26.2	1.6	100.0							20.0	20.0		60.0			100.0			
E6	# 9	4		75	15	1	104	0.8	72.3	6.9	NO	0.2	NO	2	1		7	1		11	YES	99.7%	YES
	% 8.7	3.8		72.1	14.4	1.0	100.0							18.2	9.1		63.6	9.1		100.0			
E7	# 144	12	4	3			163	9.2	6.6	0.3	1.8	4.8	0.3	16						16	80.4%	27.3%	0.0%
	% 88.3	7.4	2.5	1.8			100.0							100.0						100.0			
E8	# 74	27		43	51	1	196	6.5	9.9	7.0	NO	NO	NO	6	1	1	1	2	1	12	YES	YES	YES
	% 37.8	13.8		21.9	26.0	0.5	100.0							50.0	8.3	8.3	8.3	16.7	8.3	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 80.9 percent

Level of Goal Attainment for 2009: 84.9 percent

Level of Goal Attainment for 2010: 86.0 percent

Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	4			1			5	3.9	33.0	6.4	3.9	*	13.0	*						12	*	*	*
	%	80.0			20.0			100.0						100.0							100.0	0.0%	60.6%	0.0%
C2	#	3			3	1		7	3.9	29.4	7.3	3.9	*	NO	NO			1		2	*			
	%	42.9			42.9	14.3		100.0						50.0			50.0			100.0	0.0%	YES	YES	
C3	#	41		1	15			57	3.0	32.2	4.2	3.0		5.9	4.2			2		7				
	%	71.9		1.8	26.3			100.0						71.4			28.6			100.0	0.0%	81.7%	0.0%	
C4	#	50	3	2	29	1	2	87	3.1	34.4	5.0	NO	1.1	*	3.9			9		20		*		
	%	57.5	3.4	2.3	33.3	1.1	2.3	100.0						50.0	5.0		45.0			100.0	YES	96.8%	22.0%	
C5	#	53	3	8	41	4	5	114	2.4	28.6	2.9	NO	NO	NO				12	1	31				
	%	46.5	2.6	7.0	36.0	3.5	4.4	100.0						16.9	3.1	3.1	37.5	3.1	6.3	100.0	YES	YES	YES	
C6	#	7		2	7		1	17	3.6	31.5	4.8	3.6	*	NO	4.8	*					*		*	
	%	41.2		11.8	41.2		5.9	100.0													0.0%	YES	0.0%	
C7 and C8	#	48	2	2	51	1	3	107	2.9	33.0	4.3	1.0		3.4						38				
	%	44.9	1.9	1.9	47.7	0.9	2.3	100.0						36.8	2.6	5.3	47.4	2.6	5.3	100.0	65.5%	YES	20.9%	
C9	#	37	8		11	2		58	9.0	19.6	1.7	NO		*	NO			3		17		*		
	%	63.8	13.8		19.0	3.4		100.0						70.6	11.8		17.6			100.0	YES	96.9%	YES	
E2	#	62	4	1	125	12		204	5.2	43.1	7.6	3.2		NO	1.7			4		43				
	%	30.4	2.0	0.5	61.3	5.9		100.0						23.3	2.3		65.1	9.3		100.0	38.5%	YES	77.6%	

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 2008: 73.2 percent

Level of Goal Attainment for 2009: 75.5 percent

Level of Goal Attainment for 2010: 81.4.percent

Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	# 42	3	1	16	1	1	64	3.1	22.8	6.0	NO	NO	4.4	10	1		1			12	YES	YES	26.7%
	% 65.6	4.7	1.6	25.0	1.6	1.6	100.0							83.3	8.3		8.3			100.0			
E4	# 21	2		1	3		27	6.1	8.1	3.2	NO	4.4	NO	5	1		1			7	YES	45.7%	YES
	% 77.8	7.4		3.7	11.1		100.0							71.4	14.3		14.3			100.0			
E5	# 1			44	4		49	0.5	78.3	4.2	0.5	NO	NO				6	2		8	0.0%*	YES	YES
	% 2.0			89.8	8.2		100.0										75.0	25.0		100.0			
E6	# 4			45	6		55	0.5	79.0	6.7	0.5	NO	NO	1			9			10	0.0%*	YES	YES
	% 7.3			81.8	10.9		100.0							100.0			90.0			100.0			
E7	# 34	4	1				39	7.7	4.9	1.6	NO	4.9	1.6	1						1	YES	0.0%	0.0%*
	% 87.2	10.3	2.6				100.0							100.0						100.0			
E8	# 45	18	1	12	11	1	88	19.9	13.8	6.4	NO	0.2	NO	3	2		1			6	YES	98.6%*	YES
	% 51.1	20.9	1.1	13.6	12.5	1.1	100.0							50.0	33.3		16.7			100.0			

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

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

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

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

Level of Goal Attainment for 2008: 73.2 percent

Level of Goal Attainment for 2009: 75.5 percent

Level of Goal Attainment for 2010: 81.4 percent

College of Charleston (Page 1 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	#	38	5		46	9		98	5.1	37.4	11.0	0.0	NO	1.8	5	1		9	1		16	YES	YES	83.6%
	%	38.8	5.1		46.9	9.2		100.0							31.3	6.3		56.3	6.3		100.0			
C2	#	5	1	1	9			16	6.2	41.2	10.2	NO	NO	10.2	1						1	YES	YES	0.0%
	%	31.3	6.3	6.3	56.3			100.0							100.0						100.0			
C3	#	86	3	4	33	1		127	3.4	32.4	2.1	1.0	6.4	1.3	6			2			8	70.6%	80.2%	38.1%
	%	67.7	2.4	3.1	26.0	0.8		100.0							75.0			25.0			100.0			
C4	#	71	4	7	54	7	8	151	3.9	38.0	3.2	1.3	2.2	NO	6		1	3		1	11	66.7%	94.2%	YES
	%	47.0	2.6	4.6	35.8	4.6	5.3	100.0							54.5		9.1	27.3		9.1	100.0			
C5	#	85	3	13	62	6	6	175	6.0	45.7	12.9	4.3	10.3	9.5	19	1	5	14		1	40	28.3%	77.5%	26.4%
	%	48.6	1.7	7.4	35.4	3.4	3.4	100.0							47.5	2.5	12.5	35.0		2.5	100.0			
C6	#	18		1	37	1	1	58	5.6	46.2	12.3	5.6	NO	10.6	3			3			6	0.0%	YES	13.8%
	%	31.0		1.7	63.8	1.7	1.7	100.0							50.0			50.0			100.0			
C8 and C9	#	34	4	2	22	1	2	65	5.9	35.3	5.9	NO	1.5	4.4	1		1	4			6	YES	95.8%	25.4%
	%	52.3	6.2	3.1	33.8	1.5	3.1	100.0							16.7		16.7	66.7			100.0			
E2	#	70	11	4	150	32	4	271	3.0	41.1	12.2	NO	NO	0.4	12	1	1	16	18		48	YES	YES	96.7%
	%	25.8	4.1	1.5	55.4	11.8	1.5	100.0							25.0	2.1	2.1	33.3	37.5		100.0			
E3	#	37	7	2	21	10	1	78	5.9	31.8	8.1	NO	4.9	NO	8		1	7	2		18	YES	84.6%	YES
	%	47.4	9.0	2.6	26.9	12.8	1.3	100.0							44.4		5.6	38.9	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 2008: 73.7 percent

Level of Goal Attainment for 2009: 72.1 percent

Level of Goal Attainment for 2010: 76.0 percent

College of Charleston (Page 2 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 22	14	2	2	11		51	18.2	9.0	9.7	NO	5.1	NO	5	3	1	2	3		14	YES	43.3%	YES
	% 43.1	27.5	3.9	3.9	21.6		100.0							35.7	21.4	7.1	14.3	21.4		100.0			
E5	# 4			46	19	2	71	3.8	50.8	18.3	3.8	NO	NO	1			6	1		8	0.0%	YES	YES
	% 5.6			64.8	26.8	2.8	100.0							12.5			75.0	12.5		100.0			
E6	# 4	3		18	20	1	46	2.9	64.2	13.0	NO	25.1	NO	2			2	1		5	YES	60.9%	YES
	% 8.7	6.5		39.1	43.5	2.2	100.0							40.0			40.0	20.0		100.0			
E7	# 15	51	2		2	1	71	19.1	10.4	10.4	NO	10.4	7.6	2	2	2				6	YES	0.0%	26.9%
	% 21.1	71.8	2.8		2.8	1.4	100.0							33.3	33.3	33.3				100.0			
E8	# 8	14		2	31	1	56	23.5	13.0	12.8	NO	9.4	NO	1				1		2	YES	27.7%	YES
	% 14.3	25.0		3.6	55.4	1.8	100.0							50.0				50.0		100.0			

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

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

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

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

Level of Goal Attainment for 2008: 73.7 percent

Level of Goal Attainment for 2009: 72.1 percent

Level of Goal Attainment for 2010: 76.0 percent

Department of Commerce

Agency Director: Joe E. Taylor, Jr.

EEO Officer: Inez Benjamin

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8			2	1		11	3.1	24.6	3.2	3.1*	6.4*	NO	1						1	0.0%*	74.0%*	YES
	% 72.7			18.2	9.1		100.0							100.0						100.0			
E2	# 16	1		24	8		49	3.7	37.0	6.2	1.7*	NO	NO	1			3	1		5	54.1%*	YES	YES
	% 32.7	2.0		49.0	16.3		100.0							20.0			60.0	20.0		100.0			
E3	# 2				1		3	5.9	24.9	4.6	5.9*	24.9*	NO	1			1	1		3	0.0%*	0.0%*	YES
	% 66.7				33.3		100.0							33.3			33.3	33.3		100.0			
E5	#	1					1	5.0	46.0	16.8	NO	46.0*	16.8*								YES	0.0%*	0.0%*
	%	100.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 95.3 percent
 Level of Goal Attainment for 2009: 100.0 percent
 Level of Goal Attainment for 2010: 89.7 percent

Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: Clarissa Adams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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			4	2	1	12	3.1	32.8	6.8	3.1 *	NO	NO	1				1		2	0.0% *	YES	YES
	% 41.7			33.3	16.7	8.3	100.0							50.0						100.0			
E2	# 4			5	4		13	4.7	35.8	8.9	4.7 *	NO	NO	1						1	0.0% *	YES	YES
	% 30.8			38.5	30.8		100.0							100.0						100.0			
E3	# 4	1		1	1		7	7.9	23.6	6.4	NO	9.3 *	NO								YES	60.6% *	YES
	% 57.1	14.3		14.3	14.3		100.0																
E5	# 5	1		4	4		14	4.8	43.0	16.2	NO	14.4	NO	1						1	YES	66.5%	YES
	% 35.7	7.1		28.6	28.6		100.0							100.0						100.0			
E6	# 1	1		1			3	2.7	63.7	17.0	NO	30.4 *	17.0 *								YES	52.3% *	0.0% *
	% 33.3	33.3		33.3			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 95.1 percent
 Level of Goal Attainment for 2009: 91.6 percent
 Level of Goal Attainment for 2010: 89.9 percent

Consumer Affairs

Agency Director: Brandolyn Thomas Pinkston

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	4.0	21.4	3.7	NO	NO	3.7								YES	YES	0.0%
	% 50.0	25.0		25.0			100.0										1			1			
E2	# 5	2		11	6		24	4.9	31.1	6.3	NO	NO	NO				100.0			100.0	YES	YES	YES
	% 20.8	8.3		45.8	25.0		100.0																
E3, E5, and E6	# 1			2	5		8	2.6	54.9	15.4	2.6	29.9	NO								0.0%	45.5%	YES
	% 12.5			25.0	62.5		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 2008: 97.0 percent

Level of Goal Attainment for 2009: 92.2 percent

Level of Goal Attainment for 2010: 92.2 percent

Corrections, Department of (Page 1 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 58	19	2	6	16		101	5.2	22.6	5.2	NO	16.7	NO	7	4		1	7		19	YES	26.1%	YES
	% 57.4	18.8	2.0	5.9	15.0		100.0							36.8	21.1		5.3	36.8		100.0			
E1B	# 56	27	1	22	14		120	4.6	25.7	5.2	NO	7.4	NO	4	3		1	3		11	YES	71.2%	YES
	% 46.7	22.5	0.8	18.3	11.7		100.0							36.4	27.3		9.1	27.3		100.0			
E2A	# 58	26	7	52	27	6	176	6.0	36.8	9.9	NO	7.3	NO	14	6	2	12	7		41	YES	80.2%	YES
	% 33.0	14.8	4.0	29.5	15.3	3.4	100.0							34.1	14.6	4.9	29.3	17.1		100.0			
E2B	# 115	66	3	138	161	2	485	6.6	37.7	16.1	NO	9.2	NO	16	6		27	20	2	71	YES	75.6%	YES
	% 23.7	13.6	0.6	28.5	33.2	0.4	100.0							22.5	8.5		38.0	28.2	2.8	100.0			
E2C	# 45	36	3	44	96	3	227	4.4	48.1	19.5	NO	28.7	NO	6	2		6	12	2	28	YES	40.3%	YES
	% 19.8	15.9	1.3	19.4	42.3	1.3	100.0							21.4	7.1		21.4	42.9	7.1	100.0			
E3A	# 17	4		17	11	3	52	4.8	35.9	11.1	NO	3.2	NO	7			6	1	1	15	YES	91.1%	YES
	% 32.7	7.7		32.7	21.2	5.8	100.0							46.7			40.0	6.7	6.7	100.0			
E3B	# 8	5		55	60	4	132	3.6	45.3	27.0	NO	3.6	NO	2	2		10	8		22	YES	92.1%	YES
	% 6.1	3.8		41.7	45.5	3.0	100.0							9.1	9.1		45.5	36.4		100.0			
E4A	# 109	232	4	25	131		501	26.4	9.5	20.9	NO	4.5	NO	11	17		3	15		46	YES	52.6%	YES
	% 21.8	46.3	0.8	5.0	26.1		100.0							23.9	37.0		6.5	32.6		100.0			
E4B	# 224	397	20	83	381	3	1108	25.9	9.4	25.9	NO	1.9	NO	48	54	3	7	48	2	162	YES	79.8%	YES
	% 20.2	35.8	1.8	7.5	34.4	0.3	100.0							29.6	33.3	1.9	4.3	29.6	1.2	100.0			

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

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

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

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

Level of Goal Attainment for 2008: 86.8 percent

Level of Goal Attainment for 2009: 88.1 percent

Level of Goal Attainment for 2010: 89.1 percent

Corrections, Department of (Page 2 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 654	669	45	147	711	18	2244	25.9	9.4	25.9	NO	2.8	NO	279	223	24	42	135	6	709	YES	70.2%	YES
	% 29.1	29.8	2.0	6.6	31.7	0.8	100.0							39.4	31.5	3.4	5.9	19.0	0.8	100.0			
E5	# 16	16		81	64	3	180	4.2	51.3	16.3	NO	6.3	NO	8			11	14	1	34	YES	87.7%	YES
	% 8.9	8.9		45.0	35.6	1.7	100.0							23.5			32.4	41.2	2.9	100.0			
E6	# 9	4	1	56	46		116	5.1	44.8	20.4	1.7	NO	NO	5	3		15	9		32	66.7%	YES	YES
	% 7.8	3.4	0.9	48.3	39.7		100.0							15.6	9.4		46.9	28.1		100.0			
E7	# 77	23	2	4	5		111	15.1	4.1	1.8	NO	0.5	NO	16	1	1	2	2		20	YES	87.8%	YES
	% 69.4	20.7	1.8	3.6	4.5		100.0							80.0	5.0	5.0		10.0		100.0			
E8A	# 43	8	1	7	15		74	11.2	26.6	15.3	0.4	17.1	NO	10			2	2		14	96.4%	35.7%	YES
	% 58.1	10.8	1.4	9.5	20.3		100.0							71.4			14.3	14.3		100.0			
E8B	# 23	30	5	20	55	4	137	11.5	25.8	32.8	NO	11.2	NO	14	7	3	9	21	1	55	YES	56.6%	YES
	% 16.8	21.9	3.6	14.6	40.1	2.9	100.0							25.5	12.7	5.5	16.4	38.2	1.8	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 2008: 86.8 percent

Level of Goal Attainment for 2009: 88.1 percent

Level of Goal Attainment for 2010: 89.1 percent

Criminal Justice Academy

Agency Director: Hubert F. Harrell

EEO Officer: Florence O. McCants

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability						
																								WM	BM	OM	WF
E1	#	2			2	1		5	4.3	34.6	5.1	4.3	NO	NO											0.0%*	YES	YES
	%	40.0			40.0	20.0		100.0																			
E2	#	14	5	1	21	3		44	5.6	38.5	11.2	NO	NO	4.4	3		1	1					5	YES	YES	60.7%	
	%	31.8	11.4	2.3	47.7	6.8		100.0							60.0		20.0	20.0					100.0				
E2A	#	4	2		4	1		11	4.3	32.6	7.4	NO	NO	NO										YES	YES	YES	
	%	36.4	18.2		36.4	9.1		100.0																			
E2B	#	22	2	1	6	3	1	35	5.5	28.0	8.9	NO	10.9	0.3	6	1		2					9	YES	61.1%	96.6%*	
	%	62.9	5.7	2.9	17.1	8.6	2.9	100.0							66.7	11.1		22.2					100.0				
E5 and E6	#				3	1		4	1.0	68.7	14.2	1.0	NO	NO										0.0%*	YES	YES	
	%				75.0	25.0		100.0																			
E7	#	12	1		2	2		17	39.6	3.7	11.1	33.7	NO	NO	1	1				1			3	14.9%	YES	YES	
	%	70.6	5.9		11.8	11.8		100.0							33.3	33.3				33.3			100.0				
E8	#		1					1	29.0	2.8	41.7	NO	2.8	41.7										YES	0.0%*	0.0%*	
	%		100.0					100.0																			
	#																										
	%																										

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

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

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

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

Level of Goal Attainment for 2008: 93.5 percent

Level of Goal Attainment for 2009: 74.3 percent

Level of Goal Attainment for 2010: 90.2 percent

Deaf and Blind, School for the

Agency Director: Maggie Park

EEO Officer: Cindy Gass

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 1	1	1	3	2		8	5.8	33.0	9.6	NO	NO	NO								YES	YES	YES	
	% 12.5	12.5	12.5	37.5	25.0		100.0																	
E2	# 35	6		115	19	4	179	4.6	47.5	11.8	1.2	NO	1.2	1			2		1	4	73.9%	YES	89.8%	
	% 19.6	3.4		64.2	10.6	2.2	100.0							25.0			50.0		25.0	100.0				
E3	# 3			2	1		6	5.6	30.6	10.1	5.6	NO	NO								0.0%*	YES	YES	
	% 50.0			33.3	16.7		100.0																	
E5	# 7	5		44	43	3	102	7.4	42.4	19.3	2.5	NO	NO	2	1		4	3		10	66.2%	YES	YES	
	% 6.9	4.9		43.1	42.2	2.9	100.0							20.0	10.0		40.0	30.0		100.0				
E6	#			15	3		18	0.4	69.7	10.2	0.4	NO	NO								0.0%*	YES	YES	
	%			83.3	16.7		100.0																	
E7	# 9						9	8.9	5.1	1.4	8.9	5.1	1.4								0.0%*	0.0%*	0.0%*	
	% 100.0						100.0																	
E8	# 3	3		3	8		17	18.7	35.8	13.0	1.1	18.2	NO				1			1	94.1%*	49.2%	YES	
	% 17.6	17.6		17.6	47.1		100.0										100.0			100.0				
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2008: 91.8 percent

Level of Goal Attainment for 2009: 92.4 percent

Level of Goal Attainment for 2010: 92.1 percent

Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deirdre Blake-Sayers

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability				
																								WM	BM
E1	#	23	4		23	12		62	12.0	33.5	19.9	5.5	NO	0.5	1			1				2	54.2%	YES	97.5%
	%	37.1	6.5		37.1	19.4		100.0							50.0			50.0				100.0			
E2	#	38	31	2	113	138	6	328	12.5	30.0	29.8	3.0	NO	NO		3		4	4			11	76.0%	YES	YES
	%	11.6	9.5	0.6	34.5	42.1	1.8	100.0								27.3		36.4	36.4			100.0			
E3	#	18	7	1	54	44	4	128	21.3	39.1	39.9	15.8	NO	5.5				10				10	25.8%	YES	86.2%
	%	14.1	5.5	0.8	42.2	34.4	3.1	100.0										100.0				100.0			
E4 and E7	#	24	9		2			35	7.7	2.3	8.1	NO	NO	8.1									YES	YES	0.0%
	%	68.6	25.7		5.7			100.0																	
E5	#	23	186	2	82	847	7	1147	12.4	30.6	56.7	NO	23.5	NO	10	39	1	60	119	3	232	YES	23.2%	YES	
	%	2.0	16.2	0.2	7.1	73.8	0.6	100.0							4.3	16.8	0.4	25.9	51.3	1.3	100.0				
E6	#	1	1		32	48	1	83	2.1	55.2	22.1	0.9	16.6	NO									57.1%*	69.9%	YES
	%	1.2	1.2		38.6	57.8	1.2	100.0																	
E8	#	19	30		24	96	4	173	22.4	9.2	16.6	5.1	NO	NO	2	3		1	2		8	77.2%	YES	YES	
	%	11.0	17.3		13.9	55.5	2.3	100.0							25.0	37.5		12.5	25.0		100.0				
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2008: 76.9 percent

Level of Goal Attainment for 2009: 77.1 percent

Level of Goal Attainment for 2010: 79.4 percent

Education, Department of

Agency Head: Dr. James H. Rex

EEO Officer: Michael E. Addison

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		13	4		29	5.1	38.0	11.3	1.7 *	NO	NO								66.7% *	YES	YES
	% 37.9	3.4		44.8	13.8		100.0																
E2A	# 47	9		88	29	7	180	5.8	41.2	14.8	0.8	NO	NO	2			2	1		5	86.2%	YES	YES
	% 26.1	5.0		48.9	16.1	3.9	100.0							40.0			40.0	20.0		100.0			
E2B	# 19	3	1	24	18		65	4.3	30.3	7.1	NO	NO	NO	3			1	2		6	YES	YES	YES
	% 29.2	4.6	1.5	36.9	27.7		100.0							50.0			16.7	33.3		100.0			
E2C	# 42	3		31	22		98	7.5	21.8	5.0	4.4	NO	NO	2			3	1		6	41.3%	YES	YES
	% 42.9	3.1		31.6	22.4		100.0							33.3			50.0	16.7		100.0			
E3	# 11	2		7	6		26	5.6	32.6	7.8	NO	5.7	NO	1						1	YES	82.5%	YES
	% 42.3	7.7		26.9	23.1		100.0							100.0						100.0			
E5	#	1		20	14	2	37	7.4	34.4	18.2	4.7	NO	NO				1			1	36.5%	YES	YES
	%	2.7		54.1	37.8	5.4	100.0										100.0			100.0			
E6	# 1	1		32	18		52	1.4	56.3	26.6	NO	NO	NO				1			1	YES	YES	YES
	% 1.9	1.9		61.5	34.6		100.0										100.0			100.0			
E7	# 252	92	7	29	4		384	17.2	3.1	2.6	NO	NO	1.6	27	5		1	1		34	YES	YES	38.5%
	% 65.6	24.0	1.8	7.6	1.0		100.0							79.4	14.7		2.9	2.9		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 2008: 84.5 percent
 Level of Goal Attainment for 2009: 89.8 percent
 Level of Goal Attainment for 2010: 89.7 percent

South Carolina Education Lottery

Agency Head: Paula Harper Bethea

EEO Officer: Mary Margaret Hopkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	4		6	1		17	3.1	24.3	3.4	NO	NO	NO	1			1			2	YES	YES	YES
	% 35.3	23.5		35.3	5.9		100.0							50.0			50.0			100.0			
E2	# 16	10	2	29	14	3	74	5.2	32.3	6.7	NO	NO	NO			1	4	1		6	YES	YES	YES
	% 21.6	13.5	2.7	39.2	18.9	4.1	100.0									16.7	66.7	16.7		100.0			
E3	# 5	1		2	4		12	5.0	31.5	8.2	NO	14.8	NO				1	1		2	YES	53.0%	YES
	% 41.7	8.3		16.7	33.3		100.0										50.0	50.0		100.0			
E5	# 2	1		12	7		22	6.2	45.7	8.7	1.7	NO	NO				3			3	72.6%	YES	YES
	% 9.1	4.5		54.5	31.8		100.0										100.0			100.0			
E6	# 1	1		1	4		7	1.0	72.2	14.3	NO	57.9	NO					1		1	YES	19.8%	YES
	% 14.3	14.3		14.3	57.1		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 94.3 percent

Level of Goal Attainment for 2009: 90.8 percent

Level of Goal Attainment for 2010: 89.7 percent

Educational Television

Agency Director: David Crouch

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	5.7	16.9	4.1	5.7 *	NO	4.1 *								0.0% *	YES	0.0% *
	% 57.1			42.9			100.0																
E2A	# 42	6		14	3		65	5.8	18.7	5.0	NO	NO	0.4 *								YES	YES	92.0% *
	% 64.6	9.2		21.5	4.6		100.0																
E2B	# 10	3		8	3		24	4.5	22.4	4.6	NO	NO	NO				1			1	YES	YES	YES
	% 41.7	12.5		33.3	12.5		100.0										100.0			100.0			
E2C	# 7	1		6	5		19	6.0	21.4	3.0	0.7 *	NO	NO				2			2	88.3% *	YES	YES
	% 36.8	5.3		31.6	26.3		100.0										100.0			100.0			
E3	# 23	6	1	7	2		39	6.4	17.3	7.6	NO	NO	2.5 *	1						1	YES	YES	67.1% *
	% 59.0	15.4	2.6	17.9	5.1		100.0							100.0						100.0			
E5 and E6	# 2	1		6	3		12	9.9	43.3	17.0	1.6 *	NO	NO	2						2	83.8% *	YES	YES
	% 16.7	8.3		50.0	25.0		100.0							100.0						100.0			
E7	# 3						3	33.1	2.7	0.6	33.1 *	2.7 *	0.6 *								0.0% *	0.0% *	0.0% *
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 96.1 percent

Level of Goal Attainment for 2009: 94.5 percent

Level of Goal Attainment for 2010: 95.7 percent

Election Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2	# 2			3	2		7	5.8	21.3	4.8	5.8 *	NO	NO								0.0% *	YES	YES	
	% 28.6			42.9	28.6		100.0																	
E3, E5 and E6	# 2	2		2			6	5.2	44.1	17.1	NO	10.8 *	17.1								YES	75.5% *	0.0%	
	% 33.3	33.3		33.3			100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2008: 87.2 percent
 Level of Goal Attainment for 2009: 87.1 percent
 Level of Goal Attainment for 2010: 75.1 percent

Employment and Workforce, Department of

Agency Director: John L. Finan

EEO Officer: Jamie D. Suber

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			3			6	7.4	35.8	16.0	7.4	NO	16.0	1			2			3	0.0%	YES	0.0%
	% 50.0			50.0			100.0							33.3			66.7			100.0			
E2 A	# 50	31	3	110	103	14	311	6.8	40.7	25.9	NO	5.3	NO	7	6		14	13	2	42	YES	87.0%	YES
	% 16.1	10.0	1.0	35.4	33.1	4.5	100.0							16.7	14.3		33.3	31.0	4.8	100.0			
E2B and E4	# 37	27	1	76	69	3	213	9.2	37.6	26.4	NO	1.9	NO	7	3		12	8		30	YES	94.9%	YES
	% 17.4	12.7	0.5	35.7	32.4	1.4	100.0							23.3	10.0		40.0	26.7		100.0			
E2C	# 43	13	1	59	36	2	154	8.4	36.1	24.0	0.0	NO	0.6	5	2		1	3		11	YES	YES	97.5%
	% 27.9	8.4	0.6	38.3	23.4	1.3	100.0							45.5	18.2		9.1	27.3		100.0			
E2D	# 18	7		25	8	1	59	7.5	35.4	16.7	NO	NO	3.1	1			3			4	YES	YES	81.4%
	% 30.5	11.9		42.4	13.6	1.7	100.0							25.0			75.0			100.0			
E3	# 39	10	1	13	17	1	81	10.8	24.0	10.3	NO	8.0	NO	6	4			4	1	15	YES	66.7%	YES
	% 48.1	12.3	1.2	16.0	21.0	1.2	100.0							40.0	26.7			26.7	6.7	100.0			
E6 and E7	# 7	2		43	20		72	5.0	52.2	17.0	2.2	NO	NO				10	1		11	56.0%	YES	YES
	% 9.7	2.8		59.7	27.8		100.0										90.9	9.1		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 2008: 91.3 percent

Level of Goal Attainment for 2009: 91.3 percent

Level of Goal Attainment for 2010: 93.9 percent

Forestry Commission

Agency Director: Henry E. Kodama

EEO Officer: Lisa K. McCloud

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	1	1		13	4.5	33.8	1.6	4.5 *	26.1	NO									0.0% *	22.8%	YES
	% 76.9		7.7	7.7	7.7		100.0																	
E2,E2A and E2B	# 51	2		16			69	2.3	16.7	6.0	NO	NO	6.0	2						2	YES	YES	0.0%	
	% 73.9	2.9		23.2			100.0							100.0						100.0				
E3	# 25	1		2			28	6.5	3.0	2.3	2.9 *	NO	2.3 *				1			1	55.4% *	YES	0.0% *	
	% 89.3	3.6		7.1			100.0										100.0			100.0				
E4	# 131	12	1	2			146	8.1	1.0	0.9	NO	NO	0.9								YES	YES	0.0%	
	% 89.7	8.2	0.7	1.4			100.0																	
E5	#			4	1		5	3.2	61.2	13.2	3.2 *	NO	NO								0.0% *	YES	YES	
	%			80.0	20.0		100.0																	
E6	# 2			28	3		33	5.7	35.3	22.3	5.7	NO	13.2								0.0%	YES	40.8%	
	% 6.1			84.8	9.1		100.0																	
E7	# 13	3		1			17	0.1	12.2	0.1	NO	6.3	0.1 *								YES	48.4%	0.0% *	
	% 76.5	17.6		5.9			100.0																	
E8	# 1						1	38.9	13.8	12.1	38.9 *	13.8 *	12.1 *								0.0% *	0.0% *	0.0% *	
	% 100.0						100.0																	

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

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

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

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

Level of Goal Attainment for 2008: 69.5 percent
 Level of Goal Attainment for 2009: 69.7 percent
 Level of Goal Attainment for 2010: 68.7 percent

Francis Marion University

President: Dr. Fred Carter

EEO Officer: Linda Becote

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	# 17	1		13	1		32	3.9	3.7	4.9	0.8	NO	1.8	1			1	1		3	79.5%	YES	63.3%
	% 53.1	3.1		40.6	3.1		100.0							33.3			33.3	33.3		100.0			
C2 and C3	# 56	1		12	2		71	1.6	29.9	2.9	0.2	13.0	0.1	3			3			6	87.5%	YES	96.6%
	% 78.9	1.4		16.9	2.8		100.0							50.0			50.0			100.0			
C4 and C5	# 56		6	55	4	7	128	2.4	46.0	5.0	2.4	3.0	1.9	6			9	1		16	0.0%	93.5%	62.0%
	% 43.8		4.7	43.0	3.1	5.5	100.0							37.5			56.3	6.3		100.0			
C6, C7, C8 and C9	# 16	2	1	21	4		44	3.3	40.3	6.4	NO	NO	NO	2			7			9	YES	YES	YES
	% 36.4	4.5	2.3	47.7	9.1		100.0							22.2			77.8			100.0			
E2	# 15	6		30	14		65	5.7	38.4	16.5	NO	NO	NO	1			4			5	YES	YES	YES
	% 23.1	9.2		46.2	21.5		100.0							20.0			80.0			100.0			
E3	# 10			3	1		14	6.5	32.5	9.9	6.5	11.1	2.8	1						1	0.0%	65.8%	71.7%
	% 71.4			21.4	7.1		100.0							100.0						100.0			
E4 and E7	# 21	6		2			29	15.5	4.1	2.5	NO	NO	2.5	3	1		1			5	YES	YES	0.0%
	% 72.4	20.7		6.9			100.0							60.0	20.0		20.0			100.0			
E5 and E6	# 1	1		24	20		46	1.0	70.0	16.1	NO	17.8	NO	1			3			4	YES	74.6%	YES
	% 2.2	2.2		52.2	43.5		100.0							25.0			75.0			100.0			
E8	# 9	25		2	18	1	55	28.4	8.0	18.4	NO	4.4	NO	1	4			3		8	YES	45.0%	YES
	% 16.4	45.5		3.6	32.7	1.8	100.0							12.5	50.0			37.5		100.0			

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

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

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

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

Level of Goal Attainment for 2008: 84.3 percent
 Level of Goal Attainment for 2009: 83.4 percent
 Level of Goal Attainment for 2010: 83.8 percent

Governor's Office

Agency Director: John Shackelford

EEO Officer: Edward B. Pope

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		11	4		20	5.2	28.9	19.3	NO	NO	NO	1	1		2			4	YES	YES	YES
	% 15.0	10.0		55.0	20.0		100.0							25.0	25.0		50.0			100.0			
E2 and E2A	# 11	2		29	11		53	5.9	33.1	13.4	2.1	NO	NO				4	2		6	64.4%	YES	YES
	% 20.8	3.8		54.7	20.8		100.0										66.7	33.3		100.0			
E2B	# 8	7		30	41	1	87	15.9	28.3	12.3	7.9	NO	NO		1		3	4		8	50.3%	YES	YES
	% 9.2	8.0		34.5	47.1	1.1	100.0							12.5			37.5	50.0		100.0			
E3	# 2	1		1			4	10.8	24.4	7.7	NO	NO	7.7*								YES	YES	0.0%*
	% 50.0	25.0		25.0			100.0																
E5,E6 and E8	# 5	3		10	9		27	5.8	41.9	17.9	NO	4.9	NO	1			1			2	YES	88.3%	YES
	% 18.5	11.1		37.0	33.3		100.0					4.9		50.0			50.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 94.2 percent

Level of Goal Attainment for 2009: 94.3 percent

Level of Goal Attainment for 2010: 93.1 percent

Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman, Ph. D.

EEO Officer: Ernie L. Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		3	2		14	6.7	35.1	14.0	NO	13.7	NO	1	1			1		3	YES	61.0%	YES
	% 42.9	21.4		21.4	14.3		100.0							33.3	33.3			33.3		100.0			
C6	# 6		2	4	1	1	14	5.9	41.2	14.9	5.9*	12.6	7.8								0.0%*	69.4%	47.7%
	% 42.9		14.3	28.6	7.1	7.1	100.0																
E3, E5 and E6	#			4	1		5	3.3	56.4	13.9	3.3	NO	NO								0.0%	YES	YES
	%			80.0	20.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 77.2 percent
 Level of Goal Attainment for 2009: 79.9 percent
 Level of Goal Attainment for 2010: 82.6 percent

Governor's School for Arts and Humanities

President: Dr. Bruce Halverson

EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	8.7	40.6	9.3	8.7	40.6	9.3	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
E2	# 22			19	7	1	49	4.2	52.1	6.4	4.2	13.3	NO	1						1	0.0%	74.5%	YES
	% 44.9			38.8	14.3	2.0	100.0							100.0						100.0			
E4, E5, E6, E7, E8	# 5	2		6	5		18	2.8	61.4	6.7	NO	28.1	NO	1						1	YES	54.2%	YES
	% 27.8	11.1		33.3	27.8		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 2008: 91.4 percent
 Level of Goal Attainment for 2009: 89.5 percent
 Level of Goal Attainment for 2010: 71.5 percent

Health and Environmental Control, Department of

Agency Director: Earll Hunter

EEO Officer: Quentin Chavis

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 137	7	8	112	26	2	292	2.0	30.1	5.8	NO	NO	NO			1	1			2	YES	YES	YES
	% 46.9	2.4	2.7	38.4	8.9	0.7	100.0									50.0	50.0			100.0			
E2A	# 4	2	1	393	51	3	454	1.7	65.4	10.4	1.3	NO	NO	3	2	2	10	8	4	29	23.5%	YES	YES
	% 0.9	0.4	0.2	86.6	11.2	0.7	100.0							10.3	6.9	6.9	34.5	27.6	13.8	100.0			
E2B	# 321	34	9	295	103	11	773	5.7	30.8	6.7	1.3	NO	NO	1	1		3	2	1	8	77.2%	YES	YES
	% 41.5	4.4	1.2	38.2	13.3	1.4	100.0							12.5	12.5		37.5	25.0	12.5	100.0			
E2C	# 229	49	11	367	184	18	858	8.0	35.1	27.2				1			7	9	2	19			
	% 26.7	5.7	1.3	42.8	21.4	2.1	100.0				2.3	NO	5.8	5.3			36.8	47.4	10.5	100.0	71.3%	YES	78.7%
E3	# 54	15	4	60	45	8	186	3.9	42.6	13.9	NO	10.3	NO	4	1		1	3	1	10	YES	75.8%	YES
	% 29.0	8.1	2.2	32.3	24.2	4.3	100.0							40.0	10.0		10.0	30.0	10.0	100.0			
E5	# 5	4		159	92	3	263	1.3	66.5	15.8	NO	6.0	NO				8	6	1	15	YES	91.0%	YES
	% 1.9	1.5		60.5	35.0	1.1	100.0										53.3	40.0	6.7	100.0			
E6	# 6	8		352	226	28	620	1.9	57.6	19.9	0.6	0.8	NO	1			8	7	5	21	68.4%	98.6%	YES
	% 1.0	1.3		56.8	36.5	4.5	100.0							4.8			38.1	33.3	23.8	100.0			
E7 and E8	# 20	14	1	5	3		43	17.7	12.0	14.2	NO	0.4	7.2				1			1	YES	96.7%	49.3%
	% 46.5	32.6	2.3	11.6	7.0		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 2008: 87.1 percent

Level of Goal Attainment for 2009: 87.0 percent

Level of Goal Attainment for 2010: 88.8 percent

Health and Human Services, Department of

Agency Director: Emma Forkner

EEO Officer: Joyce Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		21	6		38	7.0	28.9	17.2	NO	NO	1.4	1	1		2	1		5	YES	YES	91.9%
	% 21.1	7.9		55.3	15.8		100.0							20.0	20.0		40.0	20.0		100.0			
E2A	# 19	9		86	57	1	172	5.5	38.4	28.8	0.3	NO	NO	4	1		5	4		14	94.5%	YES	YES
	% 11.0	5.2		50.0	33.1	0.6	100.0							28.6	7.1		35.7	28.6		100.0			
E2B	# 35	26	1	300	263	9	634	5.6	38.8	24.1	1.5	NO	NO	2	4	2	22	23	5	58	73.2%	YES	YES
	% 5.5	4.1	0.2	47.3	41.5	1.4	100.0							3.4	6.9	3.4	37.9	39.7	8.6	100.0			
E3	# 16	5		2	5	2	30	7.5	22.8	10.4	NO	16.1	NO								YES	29.4%	YES
	% 53.3	16.7		6.7	16.7	6.7	100.0																
E5	# 3	3		20	38	1	65	4.9	45.4	14.5	0.3	14.6	NO	1	1			2		4	93.9%	67.8%	YES
	% 4.6	4.6		30.8	58.5	1.5	100.0							25.0	25.0			50.0		100.0			
E6	# 1	7	1	57	59		125	4.4	48.1	20.9	NO	2.5	NO		2		2	4		8	YES	94.8%	YES
	% 0.8	5.6	0.8	45.6	47.2		100.0								25.0		25.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 91.7 percent

Level of Goal Attainment for 2009: 93.5 percent

Level of Goal Attainment for 2010: 91.4 percent

Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Lisa Campbell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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			11	3	1	17	2.9	30.8	4.2	2.9	NO	NO						1	1	0.0%	YES	YES
	% 11.8			64.7	17.6	5.9	100.0												100.0	100.0			
E2	#			5		1	6	4.9	27.6	6.8	4.9	NO	6.8								0.0%	YES	0.0%
	%			83.3		16.7	100.0																
E4 and E5	# 23			5	4		32	6.0	47.7	17.0	6.0	32.1	4.5				1				0.0%	32.7%	73.5%
	% 71.9			15.6	12.5		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 2008: 74.4 percent
 Level of Goal Attainment for 2009: 81.5 percent
 Level of Goal Attainment for 2010: 67.7 percent

Insurance, Department of

Agency Director: Scott Richardson

EEO Officer: Benjamin I. Duncan, II

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		6	3		18	2.4	30.1	5.1	NO	NO	NO	2			1			3	YES	YES	YES
	% 38.9	11.1		33.3	16.7		100.0							66.7			33.3			100.0			
E2	# 17	7		13	8	1	46	2.3	31.0	8.0	NO	2.7	NO	5	1		3	2		11	YES	91.3%	YES
	% 37.0	15.2		28.3	17.4	2.2	100.0							45.5	9.1		27.3	18.2		100.0			
E2,E5, and E6	#	1	1	6	9		17	2.1	44.5	21.5	NO	9.2	NO								YES	79.3%	YES
	%	5.9	5.9	35.3	52.9		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 2008: 88.8 percent

Level of Goal Attainment for 2009: 96.8 percent

Level of Goal Attainment for 2010: 96.7 percent

John de la Howe School

Agency Director: Thomas W. Mayer

EEO Officer: Angelee T. Williams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		4	5.9	24.3	22.0	NO	24.3	NO		1					1	YES	0.0%	YES
	% 25.0	25.0			50.0		100.0								100.0					100.0			
E2 and E3	# 8	5			7	22	42	2.0	56.2	21.0	NO	56.2	4.3	1	3		3	11		18	YES	0.0%	79.5%
	% 19.0	11.9			16.7	52.4	100.0							5.6	16.7		16.7	61.1		100.0			
E5 and E6	#	1		6	3		10	0.8	66.2	17.1	NO	6.2	NO		1					1	YES	90.6%	YES
	%	10.0		60.0	30.0		100.0								100.0					100.0			
E7 and E8	# 4	1		1	4		10	22.5	13.2	20.7	12.5	3.2	NO		1					1	44.4%	75.8%	YES
	% 40.0	10.0		10.0	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 2008: 74.6 percent

Level of Goal Attainment for 2009: 75.2 percent

Level of Goal Attainment for 2010: 80.9 percent

Juvenile Justice, Department of

Agency Head: William Byars, Jr.

EEO Officer: Clara Rentz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	1		12	2.5	17.3	1.8	NO	NO	NO				1			1	YES	YES	YES
	% 41.7	8.3		41.7	8.3		100.0										100.0			100.0			
E2	# 113	120	1	202	224	5	665	6.4	43.0	18.5	NO	12.6	NO	9	10	3	12	11	1	46	YES	70.7%	YES
	% 17.0	18.0	0.2	30.4	33.7	0.8	100.0							19.6	21.7	6.5	26.1	23.9	2.2	100.0			
E3	# 11	3	1	7	4	1	27	4.6	35.8	14.3	NO	9.9	NO								YES	72.3%	YES
	% 40.7	11.1	3.7	25.9	14.8	3.7	100.0																
E4	# 27	262	1	22	312	3	627	22.0	15.2	26.2	NO	11.7	NO	14	72	4	8	48		146	YES	23.0%	YES
	% 4.3	41.8	0.2	3.5	49.8	0.5	100.0							9.6	49.3	2.7	5.5	32.9		100.0			
E5	# 5	8		24	26		63	5.0	48.4	17.1	NO	10.3	NO				1	1		2	YES	78.7%	YES
	% 7.9	12.7		38.1	41.3		100.0										50.0	50.0		100.0			
E6	#			32	33	1	66	4.6	47.2	20.1	4.6	NO	NO	1			2	2	1	6	0.0%	YES	YES
	%			48.5	50.0	1.5	100.0							16.7			33.3	33.3	16.7	100.0			
E7	# 16	6					22	62.6	1.0	1.0	35.3	1.0	1.0	2						2	43.6%	0.0%	0.0%
	% 72.7	27.3					100.0							100.0						100.0			
E8	# 1	6		4	26	4	41	19.7	12.5	24.6	5.1	2.7	NO	1	1			1		3	74.1%	78.4%	YES
	% 2.4	14.6		9.8	63.4	9.8	100.0							33.3	33.3			33.3		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 87.0 percent

Level of Goal Attainment for 2009: 91.1 percent

Level of Goal Attainment for 2010: 83.7 percent

Labor, Licensing and Regulation, Department of

Agency Director: Arienne R. Youmans

EEO Officer: Lynn N. Rivers

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	4	2		15	6.0	24.0	12.0	NO	NO	NO								YES	YES	YES
	% 40.0	13.3	6.7	26.7	13.3		100.0																
E2A	# 38	3	1	26	7		75	7.3	24.2	12.0	3.3	NO	2.7	3			1			4	54.8%	YES	77.5%
	% 50.7	4.0	1.3	34.7	9.3		100.0							75.0			25.0			100.0			
E2B	# 88	16	1	41	19	1	166	8.5	29.5	12.1	NO	4.8	0.7	4	1	2	5	1		13	YES	83.7%	94.2%
	% 53.0	9.6	0.6	24.7	11.4	0.6	100.0							30.8	7.7	15.4	38.5	7.7		100.0			
E3	# 8	2			3	1	14	11.1	21.6	16.9	NO	21.6	NO	1				1		2	YES	0.0%	YES
	% 57.1	14.3			21.4	7.1	100.0							50.0				50.0		100.0			
E5	# 1	3		45	37	3	89	5.4	47.0	23.2	2.0	NO	NO				4			4	63.0%	YES	YES
	% 1.1	3.4		50.6	41.6	3.4	100.0										100.0			100.0			
E6	#	1		10	6		17	5.5	50.4	18.5	NO	NO	NO				1	1		2	YES	YES	YES
	%	5.9		58.8	35.3		100.0										50.0	50.0		100.0			
E7 and E8	# 4	2					6	29.3	6.1	22.5	NO	6.1	22.5								YES	0.0%	0.0%
	% 66.7	33.3					100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 86.3 percent
 Level of Goal Attainment for 2009: 85.7 percent
 Level of Goal Attainment for 2010: 83.7 percent

Lander University

President: Dr. Daniel Ball
EEO Officer: Chris Newton

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	YES	%	
C1 and E1	#	13			9	1		23	5.9	36.7	9.3	5.9	NO	5.0	2			1			3	0.0%	YES	46.2%
	%	56.5			39.1	4.3		100.0						66.7			33.3				100.0			
C2 and C3	#	16		1	12		1	30	2.4	35.2	6.6	2.4	NO	6.6			1			1	0.0%	YES	0.0%	
	%	53.3		3.3	40.0		3.3	100.0									100.0				100.0			
C4	#	12		2	8		1	23	5.7	43.4	8.2	5.7	8.6	8.2	1		1			2	0.0%	80.2%	0.0%	
	%	52.2		8.7	34.8		4.3	100.0						50.0		50.0				100.0				
C5	#	22		1	21	3		47	5.6	51.6	11.0	5.6	6.9	4.6	5			3	1		9	0.0%	86.6%	58.2%
	%	46.8		2.1	44.7	6.4		100.0						55.6			33.3	11.1		100.0				
C6, C7 and C9	#	24			27	2	1	54	6.5	45.2	14.2	6.5	NO	10.5	3			10			13	0.0%	YES	26.1%
	%	44.4			50.0	3.7	1.9	100.0						23.1			76.9			100.0				
E2	#	17	1		31	3		52	5.1	47.7	12.3	3.2	NO	6.5	3	1		3			7	37.3%	YES	47.2%
	%	32.7	1.9		59.6	5.8		100.0						42.9	14.3		42.9			100.0				
E3 and E4	#	14	1		6		1	22	12.0	23.2	7.1	7.5	NO	7.1	3	1		1			5	37.5%	YES	0.0%
	%	63.6	4.5		27.3		4.5	100.0						60.0	20.0		20.0			100.0				
E5 and E6	#	3			45	1		49	2.3	51.2	22.7	2.3	NO	20.7				4			4	0.0%	YES	8.8%
	%	6.1			91.8	2.0		100.0									100.0			100.0				
E7	#	27	1	1				29	12.6	1.9	1.4	9.2	1.9	1.4	6					6			*	
	%	93.1	3.4	3.4				100.0						100.0						100.0			27.0%	0.0%
E8	#	11	7		4	8	1	31	25.7	10.6	9.9	3.1	NO	NO	1	1			1	3	87.9%	YES	YES	
	%	35.5	22.6		12.9	25.8	3.2	100.0						33.3	33.3				33.3	100.0				

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

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

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

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

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

Level of Goal Attainment for 2008: 61.8 percent

Level of Goal Attainment for 2009: 54.3 percent

Level of Goal Attainment for 2010: 61.0 percent

Law Enforcement Division, State

Agency Director: Reginald I. Lloyd

EEO Officer: Lynn Hutto

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 13	2	2	3	1		21	19.6	9.3	3.0	10.1	NO	NO								48.5%	YES	YES
	% 61.9	9.5	9.5	14.3	4.8		100.0																
E2A	# 38	4		10	3	1	56	16.3	15.6	4.2	9.2	NO	NO								43.6%	YES	YES
	% 67.9	7.1		17.9	5.4	1.8	100.0																
E2B	# 14	2	1	17	6		40	4.9	32.9	6.5	NO	NO	NO	1						1	YES	YES	YES
	% 35.0	5.0	2.5	42.5	15.0		100.0							100.0						100.0			
E3	# 12	6	1	39	15	4	77	7.0	35.1	13.0	NO	NO	NO								YES	YES	YES
	% 15.6	7.8	1.3	50.6	19.5	5.2	100.0																
E4A	# 44	10		7	4		65	14.5	8.6	2.1	NO	NO	NO								YES	YES	YES
	% 67.7	15.4		10.8	6.2		100.0																
E4B	# 85	21	1	43	8	1	159	14.9	9.0	3.2	1.7	NO	NO	2	1					3	88.6%	YES	YES
	% 53.5	13.2	0.6	27.0	5.0	0.6	100.0							66.7	33.3					100.0			
E5	# 1	1		17	2		21	3.2	51.7	27.2	NO	NO	17.7				1			1	YES	YES	34.9%
	% 4.8	4.8		81.0	9.5		100.0										100.0			100.0			
E6	#			7	7		14	7.0	37.2	30.0	7.0	NO	NO								0.0%*	YES	YES
	%			50.0	50.0		100.0																
E7 and E8	# 3				1		4	42.6	5.3	11.3	42.6	5.3	NO								0.0%	0.0%*	YES
	% 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 2008: 83.5 percent

Level of Goal Attainment for 2009: 83.8 percent

Level of Goal Attainment for 2010: 88.6 percent

South Carolina State Library

Agency Director: David S. Goble

EEO Officer: Leesa M. Benggio

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	1		14	3		24	2.7	54.2	8.4	NO	NO	NO	3	1		1	1		6	YES	YES	YES
	% 25.0	4.2		58.3	12.5		100.0							50.0	16.7		16.7	16.7		100.0			
E3 and E5	# 2	1		3	2		8	5.4	49.6	13.6	NO	12.1	NO								YES	75.6%	YES
	% 25.0	12.5		37.5	25.0		100.0																
E6	# 4						4	16.7	30.4	25.4	16.7	30.4	25.4								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 84.8 percent

Level of Goal Attainment for 2009: 73.8 percent

Level of Goal Attainment for 2010: 72.0 percent

Lieutenant Governor's Office

Agency Director: Andre' Bauer

EEO Officer: Trina Poole

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	3		14	2.6	8.5	5.1	2.6	NO	NO	2				1		3	0.0%*	YES	YES
	% 35.7			42.9	21.4		100.0							66.7				33.3		100.0			
E2	# 8	2		7	8		25	4.8	11.7	5.6	NO	NO	NO	2				1		3	YES	YES	YES
	% 32.0	8.0		28.0	32.0		100.0							66.7				33.3		100.0			
E3	#			1			1	3.9	5.3	0.1	3.9	NO	0.1*								0.0%*	YES	0.0%*
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 100.0 percent
 Level of Goal Attainment for 2009: 100.0 percent
 Level of Goal Attainment for 2010: 100.0 percent

Medical University of South Carolina (Page 1 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#			1			1	2.6	17.8	1.9	2.6	NO	1.9				1			1	0.0%*	YES	0.0%*
	%			100.0			100.0										100.0			100.0			
C2	#	28		1	3		32	2.4	28.9	3.2	2.4	19.5	3.2			1			1	0.0%*	32.5%	0.0%	
	%	87.5		3.1	9.4		100.0									100.0			100.0				
C3	#	207	4	19	61	2	5	0.1	27.3	2.4	NO	6.8	1.7	4				1	5	YES	75.1%	29.2%	
	%	69.5	1.3	6.4	20.5	0.7	1.7	100.0						80.0				20.0	100.0				
C4	#	117	4	17	82	3	10	2.1	28.2	2.4	0.4	NO	1.1	4			2		2	8	81.0%*	YES	54.2%
	%	50.2	1.7	7.3	35.2	1.3	4.3	100.0						50.0			25.0		25.0	100.0			
C5	#	248	13	66	225	11	33	2.1	29.8	2.6	NO	NO	0.8	30	1	7	22		8	68	YES	YES	69.2%
	%	41.6	2.2	11.1	37.8	1.8	5.5	100.0						44.1	1.5	10.3	32.4		11.8	100.0			
C6	#	57	4	12	119	11	3	2.3	41.0	4.3	0.4	NO	NO	21		4	21	4	1	51	82.6%*	YES	YES
	%	27.7	1.9	5.8	57.8	5.3	1.5	100.0						41.2		7.8	41.2	7.8	2.0	100.0			
C8	#	9	1	3	8	1	4	2.2	35.9	3.7	NO	5.1	NO	3			1			4	YES	85.8%	YES
	%	34.6	3.8	11.5	30.8	3.8	15.4	100.0						75.0			25.0			100.0			
E1A	#	19			17	2		3.4	38.4	4.3	3.4	NO	NO				1			1	0.0%	YES	YES
	%	50.0			44.7	5.3		100.0									100.0			100.0			
E1B	#	28	2	3	58	11	1	3.4	38.4	4.3	1.5	NO	NO	1			10	1		12	55.9%	YES	YES
	%	27.2	1.9	2.9	56.3	10.7	1.0	100.0						8.3			83.3	8.3		100.0			

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

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

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

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

Level of Goal Attainment for 2008: 81.7 percent

Level of Goal Attainment for 2009: 81.9 percent

Level of Goal Attainment for 2010: 83.2 percent

Medical University of South Carolina (Page 2 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 49	6	5	240	46	13	359	2.9	49.8	9.2	1.2	NO	NO	8			33	4	2	47	58.6%	YES	YES
	% 13.6	1.7	1.4	66.9	12.8	3.6	100.0							17.0			70.2	8.5	4.3	100.0			
E2B	# 1			7			8	0.9	69.2	8.7	0.9	NO	8.7								0.0%	YES	0.0%
	% 12.5			87.5			100.0																
E2C	# 10	5		70	27	6	118	4.6	36.5	18.1	0.4	NO	NO	3			18	4	2	27	91.3%	YES	YES
	% 8.5	4.2		59.3	22.9	5.1	100.0							11.1			66.7	14.8	7.4	100.0			
E2D	# 27	4	1	18	5	2	57	8.6	34.1	1.4	1.6	2.5	NO	3			4		1	8	81.4%	92.7%	YES
	% 47.4	7.0	1.8	31.6	8.8	3.5	100.0							37.5			50.0		12.5	100.0			
E2F	# 2	1		3			6	6.1	10.9	0.3	NO	NO	0.3								YES	YES	0.0%
	% 33.3	16.7		50.0			100.0																
E2G	# 8	3		49	5	2	67	4.6	67.3	7.9	0.1	NO	0.4				10	1		11	97.8%	YES	94.9%
	% 11.9	4.5		73.1	7.5	3.0	100.0										90.9	9.1		100.0			
E3A	# 16	3	1	9	4	3	36	4.6	36.2	11.0	NO	11.2	NO	4				1	2	7	YES	69.1%	YES
	% 44.4	8.3	2.8	25.0	11.1	8.3	100.0							57.1				14.3	28.6	100.0			
E3B	# 8	3		3	1		15	8.3	36.2	11.0	NO	16.2	4.3				1			1	YES	55.2%	60.9%
	% 53.3	20.0		20.0	6.7		100.0										100.0			100.0			
E3C	# 3	6	2	13	3		27	4.9	65.1	7.3	NO	17.0	NO		1		4			5	YES	73.9%	YES
	% 11.1	22.2	7.4	48.1	11.1		100.0							20.0			80.0			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 2008: 81.7 percent

Level of Goal Attainment for 2009: 81.8 percent

Level of Goal Attainment for 2010: 83.2 percent

Medical University of South Carolina (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3D	# 1	1		15	4	1	22	1.4	81.0	11.8	NO	14.8	NO								YES	81.7%	YES
	% 4.5	4.5		66.2	18.2	4.5	100.0																
E3E	# 5	2	1	13	6	2	29	4.9	53.4	20.9	NO	8.6	0.2				7	2		9	YES	83.9%	99.0%*
	% 17.2	6.9	3.4	44.8	20.7	6.9	100.0										77.8	22.2		100.0			
E3F	# 8	1	6	27	3	2	47	2.8	41.2	5.4	0.7	NO	NO	3		1	4	1	1	10	75.0%*	YES	YES
	% 17.0	2.1	12.8	57.4	6.4	4.3	100.0							30.0		10.0	40.0	10.0	10.0	100.0			
E4A	# 2	37	12	2	10		63	17.3	10.6	5.4	NO	7.4	NO	7	2	1	1		1	12	YES	30.2%	YES
	% 3.2	58.7	19.0	3.2	15.9		100.0							58.3	16.7	8.3	8.3		8.3	100.0			
E5A	# 2	2	1	25	13		43	1.8	74.3	12.2	NO	16.2	NO				3	2		5	YES	78.2%	YES
	% 4.7	4.7	2.3	58.1	30.2		100.0										60.0	40.0		100.0			
E6A	# 13	5	1	174	108	4	305	1.7	77.8	15.9	0.1	20.8	NO	1			44	14	4	63	94.1%*	73.3%	YES
	% 4.3	1.6	0.3	57.0	35.4	1.3	100.0							1.6			69.8	22.2	6.3	100.0			
E6B	# 1	5		1	8	2	17	9.6	45.0	27.6	NO	39.1	NO	3	3					6	YES	13.1%	YES
	% 5.9	29.4		5.9	47.1	11.8	100.0							50.0	50.0					100.0			
E7A	# 62	39	6		2		109	29.1	3.1	4.5	NO	3.1	2.7				1			1	YES	0.0%	40.0%
	% 56.9	35.8	5.5		1.8		100.0										100.0			100.0			
E8A	# 4	20		1	39		64	28.7	12.2	17.2	NO	10.6	NO		1					1	YES	13.1%	YES
	% 6.3	31.3		1.6	60.9		100.0								100.0					100.0			
E8B	# 4	13	1	1	17		35.0	56.2	13.7	13.9	20.1	10.9	NO								64.2%	20.4%	YES
	% 11.1	36.1	2.8	2.8	47.2		100.0																

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

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

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

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

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

Level of Goal Attainment for 2008: 81.7 percent

Level of Goal Attainment for 2009: 81.8 percent

Level of Goal Attainment for 2010: 83.2 percent

Medical University Hospital Authority

Agency Director: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 7			7			14	2.6	26.7	0.5	2.6	NO	0.5	1			1			2	0.0%	YES	0.0%
	% 50.0			50.0			100.0							50.0			50.0			100.0			
E102	# 12	2		20	1		35	1.9	23.0	2.1	NO	NO	NO	1			1		2	YES	YES	YES	
	% 34.3	5.7		57.1	2.9		100.0							50.0			50.0			100.0			
E204	# 75	4	4	81	7	3	174	3.0	33.0	5.6	0.7	NO	1.6	10			12	1	23	76.7%	YES	71.4%	
	% 43.1	2.3	2.3	46.6	4.0	1.7	100.0							43.5			52.2	4.3	100.0				
E206	# 22	3	2	94	31	2	154	4.3	30.9	7.5	2.4	NO	NO	7	1	1	18	4	31	44.2%	YES	YES	
	% 14.3	1.9	1.3	61.0	20.1	1.3	100.0							22.6	3.2	3.2	58.1	12.9	100.0				
E108	# 10			120	10	3	143	0.5	69.3	8.4	0.5	NO	1.4	2			12	3	17	0.0%	YES	83.3%	
	% 7.0			83.9	7.0	2.1	100.0							11.8			70.6	17.6	100.0				
E109	# 8	1		14			23	2.8	50.2	7.7	NO	NO	7.7				2		2	YES	YES	0.0%	
	% 34.8	4.3		60.9			100.0										100.0		100.0				
E215	# 7	3		38	12	1	61	5.6	42.1	20.0	0.7	NO	0.3				4	3	7	87.5%	YES	98.5%	
	% 11.5	4.9		62.3	19.7	1.6	100.0										57.1	42.9	100.0				
E224	# 23	2	3	92	29	8	157	2.9	51.8	10.0	1.6	NO	NO	1	1		9	1	13	44.8%	YES	YES	
	% 14.6	1.3	1.9	58.6	18.5	5.1	100.0							7.7	7.7		69.2	7.7	7.7	100.0			
E225	# 108	5	4	256	27	7	407	2.4	47.6	6.0	1.2	NO	NO	11	1	1	31	4	49	50.0%	YES	YES	
	% 26.5	1.2	1.0	62.9	6.6	1.7	100.0							22.4	2.0	2.0	63.3	8.2	2.0	100.0			

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Level of Goal Attainment for 2008: 86.6 percent
Level of Goal Attainment for 2009: 84.2 percent
Level of Goal Attainment for 2010: 88.2 percent

Medical University Hospital Authority (Page 2 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E227	# 152	7	17	1565	143	89	1973	0.1	69.2	9.0	5.3	NO	NO	33	2	4	316	27	8	390			
	% 7.7	0.4	0.9	79.3	7.2	4.5	100.0							8.5	0.5	1.0	81.0	6.9	2.1	100.0	7.0%	YES	YES
E330	# 48	7	3	23	6	3	90	5.7	24.3	4.1	NO	32.0	6.4	8	1	1	7	1		18	YES	44.4%	51.1%
	% 53.3	7.8	3.3	25.6	6.7	3.3	100.0							44.4	5.6	5.6	38.9	5.6		100.0			
E331	# 10	1		34	17	2	64	3.0	57.6	13.1	2.2	NO	20.3	2			11	4		17	42.1%	YES	56.7%
	% 15.6	1.6		53.1	26.6	3.1	100.0							11.8			64.7	23.5		100.0			
E333	# 93	45	18	218	398	31	803	3.8	30.8	46.9	NO	32.8	NO	41	8	18	105	53	11	236	YES	45.2%	YES
	% 11.6	5.6	2.2	27.1	49.6	3.9	100.0							17.4	3.4	7.6	44.5	22.5	4.7	100.0			
E334	# 58	12	4	117	20	3	214	1.4	59.9	9.7	9.5	NO	NO	3			8	2		13	37.1%	YES	YES
	% 27.1	5.6	1.9	54.7	9.3	1.4	100.0							23.1			51.5	15.4		100.0			
E447	# 23	31	2	3	11	1	71	15.1	8.8	3.2	NO	20.7	22.2	5	2		1			8	YES	16.9%	41.1%
	% 32.4	43.7	2.8	4.2	15.5	1.4	100.0							62.5	25.0		12.5			100.0			
E550	# 4			43	54	3	104	5.3	24.9	37.7	2.6	7.3	NO	1			8	3		12	0.0%	85.0%	YES
	% 3.8			41.3	51.9	2.9	100.0							8.3			66.7	25.0		100.0			
E551	# 35	9	4	61	35	3	147	2.6	48.6	22.6	1.7	1.3	NO	13		2	15	3	1	34	78.2%	97.0%	YES
	% 23.8	6.1	2.7	41.5	23.8	2.0	100.0							38.2		5.9	44.1	8.8	2.9	100.0			
E552	# 16	13	1	30	33		93	7.8	42.8	15.8	NO		NO	3	1		10	10		24			
	% 17.2	14.0	1.1	32.3	35.5		100.0							12.5	4.2		41.7	41.7		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 2008: 86.6 percent

Level of Goal Attainment for 2009: 84.2 percent

Level of Goal Attainment for 2010: 88.2 percent

Medical University Hospital Authority (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E660	# 45	20	4	269	432	26	796	2.7	37.2	33.7	0.2	3.4	NO	8	21	6	66	56	4	161	92.6%	90.9%	YES #
	% 5.7	2.5	0.5	33.8	54.3	3.3	100.0							5.0	13.0	3.7	41.0	34.8	2.5	100.0			
E772	# 63	35	7	2	2		109	15.4	5.9	0.1	NO	4.1	NO	24	3					27	YES	30.5%	YES
	% 57.8	32.1	6.4	1.8	1.8		100.0							88.9	11.1					100.0			
E880	# 23	37	5	10	76	3	154	7.9	24.8	40.4	NO	18.3	NO	4	1			2		7	YES	26.2%	YES
	% 14.9	24.0	3.2	6.5	49.4	1.9	100.0							57.1	14.3			28.6		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

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Level of Goal Attainment for 2008: 86.6 percent

Level of Goal Attainment for 2009: 84.2 percent

Level of Goal Attainment for 2010: 88.2 percent

Mental Health, Department of (Page 1 of 2)

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	3	1	8	7.9	32.0	12.3	7.9	19.5	NO								0.0%	39.1%	YES
	% 37.5			12.5	37.5	12.5	100.0																
E1B	# 53	9		57	29		148	9.0	34.6	10.4	2.9	NO	NO	1	1		2	1		5	67.8%	YES	YES
	% 35.8	6.1		38.5	19.6		100.0							20.0	20.0		40.0	20.0		100.0			
E2A	# 64	19	13	157	108	15	376	1.8	52.1	9.9	NO	10.3	NO	2	2		8	12	1	25	YES	80.2%	YES
	% 17.0	5.1	3.5	41.8	28.7	4.0	100.0							8.0	8.0		32.0	48.0	4.0	100.0			
E2B	# 156	146	4	489	462	25	1282	10.9	38.2	25.1	NO	0.1	NO	13	17	1	70	30	6	137	YES	99.7%	YES
	% 12.2	11.4	0.3	38.1	36.0	2.0	100.0							9.5	12.4	0.7	51.1	21.9	4.4	100.0			
E2C	# 66	22	4	221	90	5	408	6.8	36.7	13.0	1.4	NO	NO	2			16	7		25	79.4%	YES	YES
	% 16.2	5.4	1.0	54.2	22.1	1.2	100.0							8.0			64.0	28.0		100.0			
E3A	# 3	1	1	30	28	3	66	5.4	44.1	36.3	3.9	NO	NO				5	1	1	7	27.8%	YES	YES
	% 4.5	1.5	1.5	45.5	42.4	4.5	100.0										71.4	14.3	14.3	100.0			
E3B	# 36	5		40	22	1	104	7.5	27.0	9.8	2.7	NO	NO	3	1		3	1		8	64.0%	YES	YES
	% 34.6	4.8		38.5	21.2	1.0	100.0							37.5	12.5		37.5	12.5		100.0			
E4A	# 18	66	4	6	23		117	29.6	8.4	9.6	NO	3.3	NO	5	10		3	2		20	YES	60.7%	YES
	% 15.4	56.4	3.4	5.1	19.7		100.0							25.0	50.0		15.0	10.0		100.0			
E5A	# 23	98	6	37	303	3	470	8.9	20.3	56.2	NO	12.4	NO	2	12		6	33	1	54	YES	38.9%	YES
	% 4.9	20.9	1.3	7.9	64.5	0.6	100.0							3.7	22.2		11.1	61.1	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 2008: 86.8 percent

Level of Goal Attainment for 2009: 84.8 percent

Level of Goal Attainment for 2010: 85.1 percent

Mental Health, Department of (Page 2 of 2)

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 20	52		119	200	5	396	7.5	50.4	21.1	NO	20.3	NO	4	10		9	15	1	39	YES	59.7%	YES
	% 5.1	13.1		30.1	50.5	1.3	100.0							10.3	25.6		23.1	38.5	2.6	100.0			
E6A	#	6		145	160	4	315	0.3	72.3	14.2	NO	26.3	NO		1		6	6		13	YES	63.6%	YES
	%	1.9		46.0	50.8	1.3	100.0								7.7		46.2	46.2		100.0			
E6B	#	1	2	43	49		95	1.1	60.2	15.4	NO	14.9	NO					2		2	YES	75.2%	YES
	%	1.1	2.1	45.3	51.6		100.0											100.0		100.0			
E7A and E7B	#	63	25	2	2		92	19.2	3.2	1.7	NO	1.0	1.7	2		1				3	YES	68.8%	0.0%
	%	68.5	27.2	2.2	2.2		100.0							66.7		33.3				100.0			
E8A,B and C	#	23	81	2	17	116	1	240	24.3	11.2	18.4	NO	4.1	2	1			5		8	YES	63.4%	YES
	%	9.6	33.8	0.8	7.1	48.3	0.4	100.0						25.0	12.5			62.5		100.0			

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

Level of Goal Attainment for 2008: 86.8 percent

Level of Goal Attainment for 2009: 84.8 percent

Level of Goal Attainment for 2010: 85.1 percent

Motor Vehicles, Department of

Agency Director: Marcia S. Adams

EEO Officer: Sherry M. Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	1		8	4.5	26.1	4.9	NO	NO	NO								YES	YES	YES	
	% 37.5	12.5		37.5	12.5		100.0																	
E2	# 55	11		103	62	2	233	5.1	41.2	8.7	0.4	NO	NO	1	1		7	2		11	92.2%*	YES	YES	
	% 23.6	4.7		44.2	26.6	0.9	100.0							9.1	9.1		63.6	18.2		100.0				
E3	# 10	3		7	5		25	5.5	33.8	10.9	NO	5.8	NO								YES	82.8%	YES	
	% 40.0	12.0		28.0	20.0		100.0																	
E5	# 8	3		41	39		91	0.7	72.3	11.3	NO	27.2	NO	2	1		2	1		6	YES	62.4%	YES	
	% 8.8	3.3		45.1	42.9		100.0							33.3	16.7		33.3	16.7		100.0				
E6	# 27	16	3	361	354	16	777	6.3	41.5	25.2	4.2	NO	NO	2			11	7		20	33.3%	YES	YES	
	% 3.5	2.1	0.4	46.5	45.6	2.1	100.0							10.0			55.0	35.0		100.0				
E7	# 6	1					7	18.8	2.6	1.7	4.5	2.6	1.7	1						1	76.1%*	0.0%*	0.0%*	
	% 85.7	14.3					100.0							100.0						100.0				
E8	#	4			1		5	27.0	12.5	0.3	NO	12.5	NO								YES	0.0%*	YES	
	%	80.0			20.0		100.0																	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2008: 88.8 percent

Level of Goal Attainment for 2009: 92.5 percent

Level of Goal Attainment for 2010: 91.5 percent

Museum Commission

William P. Calloway

Susan Worthy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	3.3	24.8	5.0	3.3 *	NO	5.0								0.0% *	YES	0.0% *
	% 33.3			66.7			100.0																
E2 & E3	# 12			8	3		23	5.5	27.4	5.7	5.5	NO	NO								0.0%	YES	YES
	% 52.2			34.8	13.0		100.0																
E4, E7 & E8	# 1			1	5		7	16.5	12.1	28.0	16.5	NO	NO								0.0%	YES	YES
	% 14.3			14.3	71.4		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 85.7 percent

Level of Goal Attainment for 2009: 82.3 percent

Level of Goal Attainment for 2010: 71.4 percent

Natural Resources, Department of

Agency Head: John E. Frampton

EEO Officer: Terri McGee

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	# 26	1		8	3		38	4.7	26.4	6.3	2.1*	5.3	NO	1				1		2	55.3%*	79.9%	YES
	% 68.4	2.6		21.1	7.9		100.0							50.0				50.0		100.0			
E2A	# 20	5		45	12		82	3.8	38.3	11.4	NO	NO	NO				2		2	YES	YES	YES	
	% 24.4	6.1		54.9	14.6		100.0										100.0		100.0				
E2B	# 92	6		29	1		128	3.7	21.9	1.7	NO	NO	0.9	2			1		3	YES	YES	47.1%	
	% 71.9	4.7		22.7	0.8		100.0							66.7			33.3		100.0				
E3	# 80	6	2	16	3	1	108	3.1	15.8	1.2	NO	1.0	NO	10			2		12	YES	93.7%	YES	
	% 74.1	5.6	1.9	14.8	2.8	0.9	100.0							83.3			16.7		100.0				
E4A	# 135	13		9	1		158	2.1	6.1	7.4	NO	0.4	6.8								YES	93.4%*	8.1%
	% 85.4	8.2		5.7	0.6		100.0																
E4B	# 37	3		3	1		44	9.2	5.6	1.0	2.4	NO	NO	3					3	73.9%	YES	YES	
	% 84.1	6.8		6.8	2.3		100.0							100.0					100.0				
E6	# 5	1		21	12		39	5.2	47.3	17.0	2.6	NO	NO	2	1		1	1	5	50.0%	YES	YES	
	% 12.8	2.6		53.8	30.8		100.0							40.0	20.0		20.0	20.0	100.0				
E7	# 7	6		2	3		18	16.8	6.1	3.4	NO	NO	NO								YES	YES	YES
	% 38.9	33.3		11.1	16.7		100.0																

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

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

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

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

Level of Goal Attainment for 2008: 87.5 percent

Level of Goal Attainment for 2009: 84.0 percent

Level of Goal Attainment for 2010: 87.6 percent

SC Department of Parks, Recreation and Tourism

Agency Director: Chad Prosser
EEO Officer: Pamela R. Benjamin

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	2		9	4.0	30.7	7.9	4.0 *	NO	NO								0.0% *	YES	YES
	% 44.4			33.3	22.2		100.0																
E2	# 26		1	21	4		52	4.4	36.8	11.1	4.4	NO	3.4	3			1			4	0.0%	YES	69.4%
	% 50.0		1.9	40.4	7.7		100.0							75.0			25.0			100.0			
E2A,B,C and D	# 90	7		18			115	62.0	13.2	21.4	55.9	NO	21.4	22	1	2	1			26	9.8%	YES	0.0%
	% 78.3	6.1		15.7			100.0							84.6	3.8	7.7	3.8			100.0			
E3 and E4	# 1			1			2	2.6	33.6	3.1	2.6 *	NO	3.1 *								0.0% *	YES	0.0% *
	% 50.0			50.0			100.0																
E5 and E5A	# 14	4	1	37	15	1	72	9.6	39.6	14.6	4.0	NO	NO				1			1	58.3%	YES	YES
	% 19.4	5.6	1.4	51.4	20.8	1.4	100.0										100.0			100.0			
E6	# 3			6	4		13	1.3	45.5	26.6	1.3 *	NO	NO								0.0% *	YES	YES
	% 23.1			46.2	30.8		100.0																
E7	# 43	3	1	3	2		52	16.7	11.0	8.3	10.9	5.2	4.5	3						3	34.7%	52.7%	45.8%
	% 82.7	5.8	1.9	5.8	3.8		100.0							100.0						100.0			
E8	# 26	15		3	2		46	23.9	13.7	12.8	NO	7.2	8.5	1						1	YES	47.4%	33.6%
	% 56.5	32.6		6.5	4.3		100.0							100.0						100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008 75.0 percent
Level of Goal Attainment for 2009: 67.5 percent
Level of Goal Attainment for 2010: 67.6 percent

Ports Authority, South Carolina State

Agency Head: James I. Newsome

EEO Officer: Stephen Connor

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			3			10	3.3	21.2	3.6	3.3	NO	3.6	2			2			4	0.0%*	YES	0.0%*
	% 70.0			30.0			100.0							50.0			50.0			100.0			
E2	# 35	5	1	17			58	5.2	29.0	6.2	NO	NO	6.2	4						4	YES	YES	0.0%
	% 60.3	8.6	1.7	29.3			100.0							100.0						100.0			
E3	# 12	3	1	7	1		24	10.0	24.0	13.2	NO	NO	9.0	3						3	YES	YES	31.8%
	% 50.0	12.5	4.2	29.2	4.2		100.0							100.0						100.0			
E4	# 20	20		6	12		58	22.3	16.8	17.3	NO		NO	8	2			1		11	YES	61.3%	YES
	% 34.5	34.5		10.3	20.7		100.0							72.7	18.2			9.1		100.0			
E5	# 23	6		5	1		35	18.5	9.2	7.9	1.4	NO	5.0	2			1			3	92.4%*	YES	36.7%
	% 65.7	17.1		14.3	2.9		100.0							66.7			33.3			100.0			
E6	# 2	1		21	12		36	11.2	30.3	20.8	8.4	NO	NO	1			5	5		11	25.0%	YES	YES
	% 5.6	2.8		58.3	33.3		100.0							9.1			5.0	45.5		100.0			
E7A	# 52	7	1				60	20.9	0.5	2.1	9.2	0.5	2.1	3						3	56.0%	0.0%*	0.0%
	% 86.7	11.7	1.7				100.0							100.0						100.0			
E7B	# 89	56	2	5	2	1	155	51.1	2.2	4.9	15.0	NO	3.6	2	1					3	70.6%	YES	26.5%
	% 57.4	36.1	1.3	3.2	1.3	0.6	100.0							66.7	33.3					100.0			
E7C	# 19	8	1				28	24.3	6.5	7.1	NO	6.5	7.1	1		1				2	YES	0.0%	0.0%
	% 67.9	28.6	3.6				100.0							50.0		50.0				100.0			

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

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

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

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

Level of Goal Attainment for 2008: 76.0 percent

Level of Goal Attainment for 2009: 72.5 percent

Level of Goal Attainment for 2010: 66.7 percent

Probation, Parole, & Pardon Services, Department of

Agency Director: Samuel Glover

EEO Officer: Patrice Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION				5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	2	6		17	8.4	23.7	28.6	NO	11.9	NO								YES	49.8%	YES	
	% 29.4	17.6	5.9	11.8	35.3		100.0																	
E2 and E2A	# 154	69	6	121	97	3	450	20.1	20.7	19.8	4.8	NO	NO	1	1			4		6	76.1%	YES	YES	
	% 34.2	15.3	1.3	26.9	21.6	0.7	100.0							16.7	16.7			66.7		100.0				
E3	# 3	4		6		2	15	7.4	30.9	14.4	NO	NO	14.4								YES	YES	0.0%	
	% 20.0	26.7		40.0		13.3	100.0																	
E5	# 1			51	29	1	82	10.9	38.9	24.2	10.9	NO	NO				1		1		0.0%	YES	YES	
	% 1.2			62.2	35.4	1.2	100.0										100.0		100.0					
E6 and E8	# 3			1	1		5	22.7	21.1	14.7	22.7	1.1	NO								0.0%	94.8%	YES	
	% 60.0			20.0	20.0		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2008: 77.0 percent

Level of Goal Attainment for 2009: 74.7 percent

Level of Goal Attainment for 2010: 74.7 percent

South Carolina Department of Public Safety

Agency Director: Mark A. Keel

EEO Officer: W. Alex Belk

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	20.0	2	10.0	1		10	3.8	29.5	2.7	NO	19.5	2.7							100.0	YES	33.9%	0.0%									
E2A	17	29.8	6	10.5	24	15.8	9	1	57	4.2	38.7	9.2	NO	NO	NO	25.0		2	1	50.0	25.0	100.0	YES	YES	YES							
E2B	215	78.8	41	15.0	8	2.9	4	5	273	20.6	8.5	3.0	5.6	7.0	1.2	16	4	1		1	22	72.8%	17.6%	60.0%								
E2C	9	17.3	2	3.8	1	1.9	26	11	52	5.9	41.4	12.6	2.1	NO	NO			4		80.0		20.0	100.0	64.4%	YES	YES						
E3	31	22.8	13	9.6	1	0.7	61	29	136	9.0	32.1	8.9	NO	NO	NO	5		1	11	4		21	23.8	4.8	52.4	19.0	100.0	YES	YES	YES		
E4	590	82.1	84	11.7	14	1.9	21	10	719	15.1	8.9	3.2	3.4	6.0	1.8	53	9	3	3	1	1	70	75.7	12.9	4.3	4.3	1.4	1.4	100.0	77.5%	32.6%	43.8%
E5	1	2.6			24	34.2	13		38	0.7	71.8	10.8	0.7	8.6	NO	1			4			5	20.0			80.0		100.0	0.0%	88.0%	YES	
E6	3	15.8			11	26.3	5		19	6.7	36.6	33.0	6.7	NO	6.7			1	1		2		100.0	0.0%		50.0	50.0	100.0	0.0%	YES	79.7%	
E7	11	64.7	5	29.4	1	5.9			17	33.8	7.5	2.5	4.4	7.5	2.5	1					1	100.0						100.0	87.0%	0.0%	0.0%	
E8	6	60.0	3	30.0			1		10	24.1	15.8	14.4	NO	5.8	14.4														100.0	YES	63.3%	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 2008: 73.0 percent

Level of Goal Attainment for 2009: 71.3 percent

Level of Goal Attainment for 2010: 73.9 percent

Public Service Commission

Agency Director: Jocelyn G. Boyd

EEO Officer: Carolyn Nelson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		7	4.2	26.3	6.5	4.2	12.0	NO								0.0%	54.4%	YES
	% 42.9			14.3	42.9		100.0																
E2	# 5			9	3		17	2.7	35.4	8.8	2.7	NO	NO								0.0%	YES	YES
	% 29.4			52.9	17.6		100.0																
E3 and E5	# 1	1		3	1		6	7.5	52.5	22.8	NO	2.5	6.1								YES	95.2%	73.2%
	% 16.7	16.7		50.0	16.7		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 88.0 percent
 Level of Goal Attainment for 2009: 88.0 percent
 Level of Goal Attainment for 2010: 89.0 percent

Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Dorothy Marchant

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	6.1	21.7	6.4	6.1	NO	6.4								0.0%	YES	0.0%
	% 37.5			62.5			100.0																
E2	# 18	3	2	19	2		44	5.7	34.6	11.8	NO	NO	7.3	1			2			3	YES	YES	38.1%
	% 40.9	6.8	4.5	43.2	4.5		100.0							33.3			66.7			100.0			
E3	# 7			1			8	3.3	28.6	16.3	3.3	16.1	16.3								0.0%	43.7%	0.0%
	% 87.5			12.5			100.0																
E5	#			3	1		4	0.2	61.0	20.8	0.2	NO	NO				1			1	0.0%	YES	YES
	%			75.0	25.0		100.0										100.0			100.0			
E6	#			1			1	1.3	61.0	20.8	1.3	NO	20.8								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 78.1 percent

Level of Goal Attainment for 2009: 73.0 percent

Level of Goal Attainment for 2010: 75.8 percent

SC Department of Revenue

Agency Director: Ray N. Stevens

EEO Officer: Darold Ratliff

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15	3	1	11	3		33	5.7	33.5	9.4	NO	0.2	0.3	2	1		2			5	YES	99.4%	96.8%
	% 45.5	9.1	3.0	33.3	9.1		100.0							40.0	20.0		40.0			100.0			
E2	# 156	17	3	156	58	7	397	5.2	38.2	15.6	NO	NO	1.0	45		4	36	10	4	99	82.7%	YES	93.6%
	% 39.3	4.3	0.8	39.3	14.6	1.8	100.0							45.5		4.0	36.4	10.1	4.0	100.0			
E3	# 21	5	3	14	7	1	51	7.5	34.3	12.8	NO	6.8	NO	4	1	2	2	2	1	12	YES	80.2%	YES
	% 41.2	9.8	5.9	27.5	13.7	2.0	100.0							33.3	8.3	16.7	16.7	16.7	8.3	100.0			
E5	# 8	9		48	33	1	99	2.6	44.8	26.4	NO	NO	NO	6	2		12	3	1	24	YES	YES	YES
	% 8.1	9.1		48.5	33.3	1.0	100.0							25.0	8.3		50.0	12.5	4.2	100.0			
E6	# 6	8		45	35	2	96	4.8	37.8	28.4	NO	NO	NO	2	2		5	7		16	YES	YES	YES
	% 6.3	8.3		46.9	36.5	2.1	100.0							12.5	12.5		31.3	43.8		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 2008: 95.4 percent

Level of Goal Attainment for 2009: 96.0 percent

Level of Goal Attainment for 2010: 96.8 percent

Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: William Glen Brown

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 17	1		4			22	3.8	16.4	3.6	NO	NO	3.6								YES	YES	0.0%
	% 77.3	4.5		18.2			100.0																
E2	# 303	33	7	139	25	4	511	6.3	13.3	3.0	NO	NO	NO	13	2	2	3			20	YES	YES	YES
	% 59.3	6.5	1.4	27.2	4.9	0.8	100.0							65.0	10.0	10.0	15.0			100.0			
E3	# 103	13		28	9	1	154	7.9	15.8	5.0	NO	NO	NO	9			1			10	YES	YES	YES
	% 66.9	8.4		18.2	5.8	0.6	100.0							90.0			10.0			100.0			
E6	# 34	15	1	116	28	1	195	6.5	52.2	10.0	NO	NO	NO	2			7	1		10	YES	YES	YES
	% 17.4	7.7	0.5	59.5	14.4	0.5	100.0							20.0			70.0	10.0		100.0			
E7	# 687	178	5	26	21	2	919	13.0	2.9	2.6	NO	0.1	0.3	54	10	2		4		70	YES	96.6%	88.5%
	% 74.8	19.4	0.5	2.8	2.3	0.2	100.0							77.1	14.3	2.9		5.7		100.0			
E8	# 9	15		10	5		39	20.0	13.2	12.2	NO	NO	NO		1		2			3	YES	YES	YES
	% 23.1	38.5		25.6	12.8		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 2008: 98.2 percent

Level of Goal Attainment for 2009: 98.6 percent

Level of Goal Attainment for 2010: 99.1 percent

Second Injury Fund

Agency Director: William E. Gunn

EEO Officer: Michael T. Harris

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	9.0	36.0	9.0	9.0	11.0	NO								0.0%	69.4%	YES
	% 50.0			25.0	25.0		100.0																
E2	# 3	1		3	2		9	4.4	39.3	19.7	NO	6.0	NO								YES	84.7%	YES
	% 33.3	11.1		33.3	22.2		100.0																
E5	#			3	2		5	2.5	55.0	17.6	2.5	NO	NO								0.0%	YES	YES
	%			60.0	40.0		100.0																
E6	#	1		1			2	1.3	61.0	20.8	NO	11.0	20.8								YES	82.0%	0.0%
	%	50.0		50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 89.5 percent
 Level of Goal Attainment for 2009: 88.7 percent
 Level of Goal Attainment for 2010: 92.9 percent

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Cynthia Piper

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#			3			3	3.4	29.6	4.5	3.4	NO	4.5								0.0%	YES	0.0%
	%			100.0			100.0																
E2	#	2		6			8	7.3	32.3	12.4	7.3	NO	12.4				1			1	0.0%	YES	0.0%
	%	25.0		75.0			100.0										100.0			100.0			
E5 and E6	#	1		9	3		13	3.8	53.6	16.8	3.8	NO	NO				3			3	0.0%	YES	YES
	%	7.7		69.2	23.1		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 100.0 percent
 Level of Goal Attainment for 2009: 100.0 percent
 Level of Goal Attainment for 2010: 100.0 percent

Social Services, Department of (Page 1 of 2)

Agency Director: Kathleen M. Hayes, PHD

EEO Officer: Annette G. Lance

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	# 19	5		20	16		60	4.1	33.2	8.2	NO	NO	NO	1				1		2	YES	YES	YES
	% 31.7	8.3		33.3	26.7		100.0							50.0				50.0		100.0			
E1B	# 18	6		23	15		62	6.7	43.5	17.7	NO	6.4	NO	1			1	3		5	YES	85.3%	YES
	% 29.0	9.7		37.1	24.2		100.0							20.0			20.0	60.0		100.0			
E2 and E2A	# 75	59	1	89	363		587	4.3	4.5	14.4	NO	NO	NO	6	5		13	17		41	YES	YES	YES
	% 12.8	10.1	0.2	15.2	61.8		100.0							14.6	12.2		31.7	41.5		100.0			
E2B	# 30	17	1	89	178	3	318	5.1	37.2	29.4	NO	9.2	NO		7	1	9	7		24	YES	75.3%	YES
	% 9.4	5.3	0.3	28.0	56.0	0.9	100.0								29.2	4.2	37.5	29.2		100.0			
E2C	# 81	80		459	778	16	1414	5.1	40.2	33.2	NO	7.7	NO	5	5		35	100	5	150	YES	80.8%	YES
	% 5.7	5.7		32.5	55.0	1.1	100.0							3.3	3.3		23.3	66.7	3.3	100.0			
E3	# 19	2	3	16	14	1	55	5.0	28.1	0.3	1.4	NO	NO		1					1	72.0%*	YES	YES
	% 34.5	3.6	5.5	29.1	25.5	1.8	100.0								100.0					100.0			
E5A	# 15	20		130	240	9	414	5.0	56.9	20.6	0.2	25.5	NO				2	2		4	96.0%*	55.2%	YES
	% 3.6	4.8		31.4	58.0	2.2	100.0										50.0	50.0		100.0			
E5B	# 2			77	80		159	4.4	32.4	43.7	4.4	NO	NO		1		3	5		9	0.0%	YES	YES
	% 1.3			48.4	50.3		100.0								11.1		33.3	55.6		100.0			
E6A	# 5	3		87	125	3	223	1.0	69.0	15.7	NO	30.0	NO				5	7		12	YES	56.5%	YES
	% 2.2	1.3		39.0	56.1	1.3	100.0										41.7	58.3		100.0			

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

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

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

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

Level of Goal Attainment for 2008: 88.7 percent
Level of Goal Attainment for 2009: 87.4 percent
Level of Goal Attainment for 2010: 93.4 percent

Social Services, Department of (Page 2 of 2)

Agency Director: Kathleen M. Hayes, PhD
EEO Officer: Annette G. Lance

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability					
																								WM	BM	OM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
E6B	4	2		19	21		43	5.6	47.6	28.5	0.9	3.4	NO											83.9%	92.9%	YES
E8	1	1					2	49.1	0.0	0.0	NO	0.0	0.0											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 2008: 88.7 percent

Level of Goal Attainment for 2009: 87.4 percent

Level of Goal Attainment for 2010: 93.3 percent

South Carolina State University (Page 1 of 2)

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
C1 and E1	#	1	11	1			6			19															
	%	5.3	57.9	5.3			31.6			100.0	5.9	37.6	11.6												
C2	#	1	6	2			9			18															
	%	5.6	33.3	11.1			50.0			100.0	13.6	29.1	16.0												
C3	#	12	14	5	3		6	1		41															
	%	29.3	34.1	12.2	7.3		14.3	2.4		100.0	14.5	29.0	14.5												
C4	#	7	20	1	8		12	3		51															
	%	13.7	39.2	2.0	15.7		23.5	5.9		100.0	10.8	33.4	15.8												
C5	#	12	23	10	8		41	5		99					3	1		3	1	8					
	%	12.1	23.2	10.1	8.1		41.4	5.1		100.0	8.3	37.0	16.3		37.5	12.5		37.5	12.5	100.0					
C6	#	7	8	1	4		14			34								1							
	%	20.6	23.5	2.9	11.8		41.2			100.0	6.5	38.2	12.3					100.0							
C7	#	3		1	12		1			17								5							
	%	17.6		5.9	70.6		5.9			100.0	6.1	57.1	16.2					100.0							
C8	#	1	3				1			5					1			1							
	%	20.0	60.0				20.0			100.0	8.2	38.9	12.1		50.0			50.0							
C9	#	5	22	2	1		10			40					4		1								
	%	12.5	55.0	5.0	2.5		25.0			100.0	8.3	22.3	7.0		80.0		20.0								

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 2008: 72.4 percent

Level of Goal Attainment for 2009: 72.0 percent

Level of Goal Attainment for 2010: 71.5 percent

South Carolina State University (Page 2 of 2)

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 2	32	2	3	91	3	133	8.9	35.4	18.1	NO	33.1	NO	1	6	1	1	4		13	YES	6.5%	YES
	% 1.5	24.1	1.5	2.3	68.4	2.3	100.0							7.7	46.2	7.7	7.7	30.8		100.0			
E3	# 2	10	1		24	1	38	9.5	30.0	14.2	NO	30.0	NO					3		3	YES	0.0%	YES
	% 5.3	26.3	2.6		63.2	2.6	100.0											100.0		100.0			
E4	# 1	17		1	6	1	26	14.2	16.0	5.9	NO	12.2	NO	1	6		1	3		11	YES	23.8%	YES
	% 3.8	65.4		3.8	23.1	3.8	100.0							9.1	54.5		9.1	27.3		100.0			
E5	# 2			1	33		36	7.2	44.0	19.9	1.6	41.2	NO					1		1	77.8%	6.4%	YES
	% 5.6			2.8	91.7		100.0											100.0					
E6	# 5			2	43		50	4.8	47.4	20.9	NO	43.4	NO					2		2	YES	8.4%	YES
	% 10.0			4.0	86.0		100.0											100.0		100.0			
E7	# 1	2					3	12.1	13.8	8.3	NO	13.8	8.3								YES	0.0%	0.0%
	% 33.3	66.7					100.0																
E8	# 11			1	9		21	18.3	20.3	19.7	NO	15.5	NO								YES	23.6%	YES
	% 52.4			4.8	42.9		100.0																

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

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

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

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

Level of Goal Attainment for 2008: 72.4 percent

Level of Goal Attainment for 2009: 72.0 percent

Level of Goal Attainment for 2010: 71.5 percent

Aiken Technical College

President: Dr. Susan Winsor

EEO Officer: Sylvia Byrd

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1	# 2			2			4	3.7	47.8	15.2	3.7 *	NO	15.2								0.0% *	YES	0.0% *
T3, T4 and T5	# 23	3	1	20	8	3	58	3.5	37.0	12.3	NO	2.5	NO	4	1		3			8	YES	93.2%	YES
E2 and E3	# 15	2		23	10		50	8.0	34.8	13.2	4.0	NO	NO	5			5	1		11	50.0%	YES	YES
E5 and E6	# 1	1		8	9		19	1.1	56.1	20.6	NO	14.0	NO				2	1		3	YES	75.0%	YES
E7 and E8	# 2	2					4	22.0	7.8	7.0	NO	7.8 *	7.0 *								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 2008: 96.6 percent

Level of Goal Attainment for 2009: 94.3 percent

Level of Goal Attainment for 2010: 92.6 percent

Central Carolina Technical College

President: Tim Hardee

EEO Officer:Ronalda Stover

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2				4			4	4.7	41.4	11.3	4.7	NO	11.3								0.0%	YES	0.0%
T3 and T4	44	3		48	7		102	3.0	33.9	4.4	0.1	NO	NO	9			11	4		24	96.7%	YES	YES
T5 and E2	6		1	19	12	2	40	6.8	32.9	18.5	6.8	NO	NO				4	4	2	10	0.0%	YES	YES
E3, E4, and E5	3			11	4	2	20	6.0	45.7	9.2	6.0	NO	NO	1			3	1		5	0.0%	YES	YES
E6				17	5		22	3.8	54.5	26.1	3.8	NO	3.4				2	2		4	0.0%	YES	87.0%
E7 and E8	6	2		1	2		11	21.5	0.8	2.7	3.3	NO	NO	3						3	84.7%	YES	YES

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

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

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

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

Level of Goal Attainment for 2008: 92.9 percent
 Level of Goal Attainment for 2009: 83.8 percent
 Level of Goal Attainment for 2010: 84.6 percent

Technical College of the Low Country

Agency Director: Thomas Leitzel

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1 and E1	# 3	1		4	1		9	3.6	30.2	11.2	NO	NO	0.1	1						1				*
	% 33.3	11.1		44.4	11.1		100.0							100.0						100.0	YES	YES	99.1%	
T3 and T4	# 12	4	1	28	4	2	51	6.0	39.8	1.6	NO	NO	NO		1		2		2	5				
	% 23.5	7.8	2.0	54.9	7.8	3.9	100.0							20.0			40.0		40.0	100.0	YES	YES	YES	
T5 and E2	# 3	2	1	16	7		29	8.7	38.7	16.3	1.8	NO	NO		1		3	4		8				*
	% 10.3	6.9	3.4	55.2	24.1		100.0							12.5			37.5	50.0		100.0	79.3%	YES	YES	
E3 and E5	# 4	1		9	3	2	19	5.1	43.9	20.4	NO	NO					1	1		2				*
	% 21.1	5.3		47.4	15.8	10.5	100.0										50.0	50.0		100.0	YES	YES	77.5%	
E6	#	1		5	11		17	1.0	50.7	31.3	NO	21.3	NO		1			1		2				
	%	5.9		29.4	64.7		100.0							50.0			50.0			100.0	YES	58.0%	YES	
E4, E7, and E8	# 6	7		2		1	16	17.6	12.0	9.7	NO	NO	9.7	1	1				1	3				
	% 37.5	43.8		12.5		6.3	100.0							33.3	33.3				33.3	100.0	YES	YES	0.0%	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2008: 86.5 percent
 Level of Goal Attainment for 2009: 89.0 percent
 Level of Goal Attainment for 2010: 89.7 percent

Technical & Comprehensive Education, State Board for

Agency Director: Dr. Darrel Staat

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1		1	3	1		6	4.2	42.0	20.9	4.2 *	NO	4.2 *								0.0% *	YES	79.9% *
	% 16.7		16.7	50.0	16.7		100.0																
E2	# 9	1	1	17	7	1	36	6.2	33.6	8.9	3.4	NO	NO		1		1			2	45.2%	YES	YES
	% 25.0	2.8	2.8	47.2	19.4	2.8	100.0							50.0		50.0				100.0			
E3, E5 and E6	# 4	1	1	9	1		16	2.7	51.9	13.2	NO	NO	6.9					1		1	YES	YES	47.7%
	% 25.0	6.3	6.3	56.3	6.3		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 93.0 percent

Level of Goal Attainment for 2009: 83.3 percent

Level of Goal Attainment for 2010: 84.1 percent

Denmark Technical College

Agency Director: Dr. Walt Tobin, President

EEO Officer: Tanika Bryant

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		2		5	21.0	15.1	26.7	NO	15.1	NO		1			2		3	YES	0.0%	YES
	%	40.0	20.0		40.0		100.0								33.3			66.7		100.0			
T3 and T4	#	4	10	4	3	15	1	37	21.6	14.3	19.2	NO	6.2	NO							YES	56.6%	YES
	%	10.8	27.0	10.8	8.1	40.5	2.7	100.0															
E2	#	2	8			14	1	25	17.1	18.2	37.2	NO	18.2	NO							YES	0.0%	YES
	%	8.0	32.0			56.0	4.0	100.0															
E3, E5 and E6	#	1	2		6	18		27	4.8	45.0	34.1	NO	22.8	NO							YES	49.3%	YES
	%	3.7	7.4		22.2	66.7		100.0															
E4, E7 and E8	#		9			6		15	29.2	4.4	14.5	NO	4.4	NO							YES	0.0%	YES
	%		60.0			40.0		100.0															
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 80.8 percent
 Level of Goal Attainment for 2009: 75.2 percent
 Level of Goal Attainment for 2010: 85.1 percent

Florence Darlington Technical College

President: Dr. Charles Gould

EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 6	1		2	1		10	8.5	34.7	16.3	NO	14.7	6.3	1						1	YES	57.6%	61.3%
	% 60.0	10.0		20.0	10.0		100.0							100.0						100.0			
T3, T4 and T5	# 40	3	5	34	15	2	99	7.8	30.1	11.0	4.8	NO	NO	2			4	2		8	38.5%	YES	YES
	% 40.4	3.0	5.1	34.3	15.2	2.0	100.0							25.0			50.0	25.0		100.0			
E2	# 11	2		29	19	1	62	8.7	36.6	20.8	5.5	NO	NO				3	3		6	36.8%	YES	YES
	% 17.7	3.2		46.8	30.6	1.6	100.0										50.0	50.0		100.0			
E5 and E6	# 2			17	12	1	32	5.2	58.5	26.6	NO	5.4	NO				2			2	YES	90.8%	YES
	% 6.3			53.1	37.5	3.1	100.0										100.0			100.0			
E3, E7 and E8	# 14	7		4	1	1	27	23.1	14.7	17.6	NO	NO	13.9	3						3	YES	YES	21.0%
	% 51.9	25.9		14.8	3.7	3.7	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 2008: 80.0 percent

Level of Goal Attainment for 2009: 81.2 percent

Level of Goal Attainment for 2010: 80.4 percent

Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Curtis Harkness

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 13	4		15	6		38	4.4	40.2	6.3	NO	0.7	NO				2			2	YES	98.3%	YES
	% 34.2	10.5		39.5	15.8		100.0										100.0			100.0			
T3 and T4	# 129	10	2	179	24	5	349	1.8	35.2	4.0	NO	NO	NO	8	3		22	3		36	YES	YES	YES
	% 37.0	2.9	0.6	51.3	6.9	1.4	100.0							22.2	8.3		61.1	8.3		100.0			
T5 and E2	# 28	6	1	84	22	2	143	3.8	40.9	7.8	NO	NO	NO	3	1		12	6		22	YES	YES	YES
	% 19.6	4.2	0.7	58.7	15.4	1.4	100.0							13.6	4.5		54.5	27.3		100.0			
E3, E4 and E5	# 20	3	2	41	19	2	87	4.3	51.0	6.4	0.9	3.9	NO	3	1		2	2		8	YES	92.4%	YES
	% 23.0	3.4	2.3	47.1	21.8	2.3	100.0							37.5	12.5		2.0	25.0		100.0	79.1%	92.4%	YES
E6	#	1		20	9		30	0.5	78.9	6.6	NO	12.2	NO				2			2	YES	84.5%	YES
	%	3.3		66.7	30.0		100.0										100.0			100.0			
E7 and E8	# 27	4	2	5	6		44	10.5	13.8	5.2	1.4	2.4	NO	2		1		1		4	86.7%	82.6%	YES
	% 61.4	9.1	4.5	11.4	13.6		100.0							50.0		25.0		25.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 96.5 percent
 Level of Goal Attainment for 2009: 95.1 percent
 Level of Goal Attainment for 2010: 95.7 percent

Horry - Georgetown Technical College

President: H. Neyle Wilson

EEO Officer: Judy Hardee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 5	1		5			11	10.9	42.3	14.3	1.8 *	NO	14.3								83.5% *	YES	0.0%
	% 45.5	9.1		45.5			100.0																
T3 and T4	# 59	3	1	67	9	4	143	1.6	36.7	2.2	NO	NO	NO	6			3	1	1	11	YES	YES	YES
	% 41.3	2.1	0.7	46.9	6.3	2.8	100.0							54.5			27.3	9.1	9.1	100.0			
T5 and E2	# 11	3		20	15		49	6.7	42.0	11.1	0.6 *	1.2 *	NO	2			3	3		8	91.0% *	97.1% *	YES
	% 22.4	6.1		40.8	30.6		100.0							25.0			37.5	37.5		100.0			
E3 and E5	# 9	3		17	5		34	1.1	46.7	6.4	NO	NO	NO		1		1			2	YES	YES	YES
	% 26.5	8.8		50.0	14.7		100.0								50.0		50.0			100.0			
E6	# 2	1		21	5	1	30	1.0	65.0	6.2	NO	NO	NO	1			3			4	YES	YES	YES
	% 6.7	3.3		70.0	16.7	3.3	100.0							25.0			75.0			100.0			
E7 and E8	# 19	3		14			36	19.7	11.6	8.3	11.4	NO	8.3								42.1%	YES	0.0%
	% 52.8	8.3		38.9			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 2008: 87.2 percent

Level of Goal Attainment for 2009: 84.9 percent

Level of Goal Attainment for 2010: 84.1 percent

Midlands Technical College

President: Marshall White, Jr.

EEO Officer: Ronald L. Rhames

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1 and T2	# 4	2		5	3		14	6.9	39.9	20.4	NO	4.2	NO								YES	89.5%	YES	
	% 28.6	14.3		35.7	21.4		100.0																	
T3 and T4	# 84	5	2	106	20	6	223	3.8	36.4	7.8	1.6	NO	NO	4		1	3	1	1	10	57.9%	YES	YES	
	% 37.7	2.2	0.9	47.5	9.0	2.7	100.0							40.0		10.0	30.0	10.0	10.0	100.0				
T5 and E2	# 27	9		54	47	3	140	6.5	39.7	19.9	0.1	1.1	NO	2	1		3	3		9	98.5%	97.2%	YES	
	% 19.3	6.4		38.6	33.6	2.1	100.0							22.2	11.1		33.3	33.3		100.0				
E3	# 21	9		16	6		52	9.9	31.5	12.0	NO	0.7	0.5	1						1	YES	97.8%	95.8%	
	% 40.4	17.3		30.8	11.5		100.0							100.0						100.0				
E4 and E5	# 4	3		26	15	1	49	5.2	50.3	17.9	NO	NO	NO				2	1		3	YES	YES	YES	
	% 8.2	6.1		53.1	30.6	2.0	100.0										66.7	33.3		100.0				
E6	# 1	4		26	15	1	47	1.4	70.8	15.7	NO	15.5	NO		2		3			5	YES	78.1%	YES	
	% 2.1	8.5		55.3	31.9	2.1	100.0								40.0		60.0			100.0				
E7	# 12	1			1		14	13.7	4.2	4.2	6.6	4.2	NO								51.8%	0.0%	YES	
	% 85.7	7.1			7.1		100.0																	
E8	# 8	6		3	1		18	23.7	14.2	9.5	NO	NO	3.9	1	1					2	YES	YES	58.9%	
	% 44.4	33.3		16.7	5.6		100.0							50.0	50.0					100.0				
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2008: 97.5 percent

Level of Goal Attainment for 2009: 94.8 percent

Level of Goal Attainment for 2010: 92.4 percent

Northeastern Technical College

Agency Director: Dr. Ron Bartley

EEO Officer: Donna Chavis

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 2			2			4	7.0	33.7	5.6	7.0	NO	5.6				1			1	0.0%	YES	0.0%
	% 50.0			50.0			100.0										100.0			100.0			
T3 and T4	# 11		1	15	2		29	3.0	44.1	28.8	3.0	NO	21.9				1	1		2	0.0%	YES	24.0%
	% 37.9		3.4	51.7	6.9		100.0										50.0	50.0		100.0			
T5, E2, E3, and E5	# 5	2		12	9	1	29	6.2	41.7	14.3	NO	0.3	NO				2	1	1	4	YES	99.3%	YES
	% 17.2	6.9		41.4	31.0	3.4	100.0										50.0	25.0	25.0	100.0			
E6	# 1			6	1		8	0.5	74.4	12.2	NO	NO	NO								YES	YES	YES
	% 12.5			75.0	12.5		100.0																
E7 and E8	# 4				4		8	40.0	3.7	11.8	40.0	3.7	NO				2			2	0.0%	0.0%	YES
	% 50.0				50.0		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 83.0 percent

Level of Goal Attainment for 2009: 80.6 percent

Level of Goal Attainment for 2010: 83.9 percent

Orangeburg-Calhoun Technical College

Agency Director: Dr. Anne S. Cook

EEO Officer: Marie Howell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	6.7	39.8	21.6	NO	NO	21.6									YES	YES	0.0%
	% 22.2	11.1		66.7			100.0																	
T3 and T4	# 23	4		35	14	1	77	8.8	28.3	9.8	3.6	NO	NO	1	1		4	2		8	59.1%	YES	YES	
	% 29.9	5.2		45.5	18.2	1.3	100.0							12.5	12.5		50.0	25.0		100.0				
T5 and E2	# 3	4		12	7		26	12.8	30.1	20.4	NO	NO	NO	1	1		2			4	YES	YES	YES	
	% 11.5	15.4		46.2	26.9		100.0							25.0	25.0		50.0			100.0				
E3, E4, and E5	# 4	1		14	7		26	10.8	32.9	15.2	7.0	NO	NO				1	1		2	35.2%	YES	YES	
	% 15.4	3.8		53.8	26.9		100.0										50.0	50.0		100.0				
E6	#			12	3		15	2.0	57.6	27.4	2.0	NO	7.4								0.0%	YES	73.0%	
	%			80.0	20.0		100.0																	
E7 and E8	# 7	8		1	3		19	38.4	2.0	15.0	NO	NO	NO								YES	YES	YES	
	% 36.8	42.1		5.3	15.8		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 2008: 85.8 percent
 Level of Goal Attainment for 2009: 87.0 percent
 Level of Goal Attainment for 2010: 86.3 percent

Piedmont Technical College

President: Dr. Ray Brooks
EEO Officer: James R. Smith

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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			3			5	3.2	36.9	7.4	3.2	NO	7.4	2						2	0.0%	YES	0.0%
	% 40.0			60.0			100.0							100.0						100.0			
T3 and T4	# 46	4	5	65	5		125	1.9	28.2	6.1	NO	NO	2.1	8			5		13	YES	YES	65.6%	
	% 36.8	3.2	4.0	52.0	4.0		100.0							61.5			38.5		100.0				
T5 and E2	# 14	4		45	17		80	4.0	36.8	15.0	NO	NO		2	1		11	1	15	YES	YES		
	% 17.5	5.0		56.3	21.3		100.0							13.3	6.7		73.3	6.7	100.0				
E3, E4 and E5	# 8	1		10	1		20	2.8	51.0	6.3	NO	1.0	1.3	1					1	YES	98.0%	79.4%	
	% 40.0	5.0		50.0	5.0		100.0							100.0					100.0				
E6	# 1	2		19	11		33	2.1	71.9	10.2	NO	14.3	NO		1		1	1	3	YES	80.1%	YES	
	% 3.0	6.1		57.6	33.3		100.0								1.0		1.0	1.0	100.0				
E7	# 9	1					10	30.8	2.3	0.8	20.8	2.3	0.8	1					1	32.5%	0.0%	0.0%	
	% 90.0	10.0					100.0							100.0					100.0				
E8	# 1	2			1		4	22.5	15.4	10.2	NO	15.4	NO	1					1	YES	0.0%	YES	
	% 25.0	50.0			25.0		100.0							100.0					100.0				
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 93.4 percent
Level of Goal Attainment for 2009: 92.2 percent
Level of Goal Attainment for 2010: 90.4 percent

Spartanburg Community College

President: Dr. Para M. Jones

EEO Officer: Rick Teal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	1		5			11	5.3	42.3	4.1	NO	NO	4.1	1			2			3	YES	YES	0.0%
	% 45.5	9.1		45.5			100.0							33.3			66.7			100.0			
T3 and T4	# 38	6	4	63	7	5	123	3.7	42.5	4.6	NO	NO	NO	7	1	1	7	2	1	19	YES	YES	YES
	% 30.9	4.9	3.3	51.2	5.7	4.1	100.0							36.8	5.3	5.3	36.8	10.5	5.3	100.0			
T5 and E2	# 15	4		31	10		60	3.2	42.3	15.7	NO	NO	NO	2			4	2		8	YES	YES	YES
	% 25.0	6.7		51.7	16.7		100.0							25.0			50.0	25.0		100.0			
E3, E5 and E6	# 8	1		43	19		71	3.6	56.0	19.0	2.2	NO	NO				4	3		7	38.9%	YES	YES
	% 11.3	1.4		60.6	26.8		100.0										57.1	42.9		100.0			
E4, E7 and E8	# 17	3	1	1	1		23	10.7	6.5	4.7	NO	2.2	0.4	6						6	YES	66.2%	91.5%
	% 73.9	13.0	4.3	4.3	4.3		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 94.7 percent
 Level of Goal Attainment for 2009: 93.0 percent
 Level of Goal Attainment for 2010: 92.6 percent

Tri-County Technical College

President: Ronnie L. Booth

EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 4	1					5	3.8	42.5	3.1	NO	42.5	3.1								YES	0.0%	0.0%
	% 80.0	20.0					100.0																
T3	# 13	2	1	25	3		44	1.1	32.7	2.4	NO	NO	NO				1	1		2	YES	YES	YES
	% 29.5	4.5	2.3	56.8	6.8		100.0										50.0	50.0		100.0			
T4	# 28	2	1	53	3	2	89	1.1	31.0	2.4	NO	NO	NO	2		1	9			12	YES	YES	YES
	% 31.5	2.2	1.1	59.6	3.4	2.2	100.0							16.7		8.3	75.0			100.0			
T5 and E2	# 22	1		46	12	1	82	3.1	44.4	11.9				1	1		7	3		12			
	% 26.8	1.2		56.1	14.6	1.2	100.0				1.9	NO	NO	8.3	8.3		58.3	25.0		100.0	38.7%	YES	YES
E3 and E5	# 8	1		24	2	1	36	2.1	47.7	6.0				1		1	1			3			
	% 22.2	2.8		66.7	5.6	2.8	100.0				NO	NO	0.4	33.3		33.3	33.3			100.0	YES	YES	93.3%
E6	# 1			33	8	2	44	0.5	79.3	7.3	0.5	4.3	NO	1			7	2		10	0.0%	94.6%	YES
	% 2.3			75.0	18.2	4.5	100.0							10.0			70.0	20.0		100.0			
E4, E7 and E8	# 7	1		6	1		15	10.9	18.4	4.4	4.2	NO	NO								61.5%	YES	YES
	% 46.7	6.7		40.0	6.7		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 91.6 percent

Level of Goal Attainment for 2009: 91.2 percent

Level of Goal Attainment for 2010: 88.8 percent

Trident Technical College

President: Mary Thornley

EEO Officer: DeVetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	2		8	2		17	4.7	41.1	12.7	NO	NO	0.9				1			1	YES	YES	92.9%
	% 29.4	11.8		47.1	11.8		100.0										100.0			100.0			
T3 and T4	# 132	11	4	145	17	2	311	2.8	37.4	4.8	NO	NO	NO	15	1	2	11	4		33	YES	YES	YES
	% 42.4	3.5	1.3	46.6	5.5	0.6	100.0							45.5	3.0	6.1	33.3	12.1		100.0			
T5 and E2	# 39	13	1	59	34	4	150	6.7	38.0	11.6	NO	NO	NO	7	2		8	3		20	YES	YES	YES
	% 26.0	8.7	0.7	39.3	22.7	2.7	100.0							35.0	10.0		40.0	15.0		100.0			
E3 and E5	# 25	7		54	21	4	111	2.9	40.0	11.8	NO	NO	NO	5			6	4		15	YES	YES	YES
	% 22.5	6.3		48.6	18.9	3.6	100.0							33.3			40.0	26.7		100.0			
E4	# 8	8		2	2		20	11.7	10.9	3.5	NO	0.9	NO	1	1			1		3	YES	91.7%	YES
	% 40.0	40.0		10.0	10.0		100.0							33.3	33.3			33.3		100.0			
E6	#	1		11	12	3	27	2.5	47.2	23.4	NO	6.5	NO				3	1		4	YES	86.2%	YES
	%	3.7		40.7	44.4	11.1	100.0										75.0	25.0		100.0			
E7 and E8	# 14	9	1	6	1	1	32	24.8	7.9	2.7	NO	NO	NO	1	1					2	YES	YES	YES
	% 43.8	28.1	3.1	18.8	3.1	3.1	100.0							50.0	50.0					100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 94.0 percent

Level of Goal Attainment for 2009: 97.7 percent

Level of Goal Attainment for 2010: 98.6 percent

Williamsburg Technical College

President: Dr. Kim McGinnis

EEO Officer: Will Brown

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	16.3	20.6	25.9	16.3	20.6	NO								0.0%*	0.0%*	YES
	% 66.7				33.3		100.0																
T3 and T4	# 7	2		7	4		20	26.3	25.1	18.9	16.3	NO	NO								38.0%	YES	YES
	% 35.0	10.0		35.0	20.0		100.0																
E2	# 1	2		2	3		8	15.1	25.4	29.0	NO	0.4	NO								YES	98.4%*	YES
	% 12.5	25.0		25.0	37.5		100.0																
E3 and E5	# 2	1		5	5		13	8.5	39.3	26.3	0.8*	0.8*	NO				1			1	90.6%*	98.0%*	YES
	% 15.4	7.7		38.5	38.5		100.0										100.0			100.0			
E6	#			6	2		8	2.1	58.3	19.2	2.1*	NO	NO				1			1	0.0%*	YES	YES
	%			75.0	25.0		100.0										100.0			100.0			
E7 and E8	# 2	5					7	51.6	4.2	17.3	NO	4.2	17.3	1			1			2	YES	0.0%*	0.0%
	% 28.6	71.4					100.0							50.0			50.0			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 77.9 percent
 Level of Goal Attainment for 2009: 78.1 percent
 Level of Goal Attainment for 2010: 87.5 percent

York Technical College

Agency Head: Dr. Greg F. Rutherford

EEO Officer: Edwina Roseboro-Barnes

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2 and E1	#	5			4	1		10	5.3	39.5	12.5	5.3	NO	2.5	2			2			4	0.0%*	YES	80.0%*
	%	50.0			40.0	10.0		100.0							50.0			50.0			100.0			
T3 and T4	#	45	9	6	46	12	2	120	4.1	31.9	6.1	NO	NO	NO	4	2		3	6	1	16	YES	YES	YES
	%	37.5	7.5	5.0	38.3	10.0	1.7	100.0							25.0	12.5		18.8	37.5	6.3	100.0			
T5 and E2	#	8	6		40	33	2	89	4.7	40.7	12.9	NO	NO	NO		1		4	4		9	YES	YES	YES
	%	9.0	6.7		44.9	37.1	2.2	100.0							11.1			44.4	44.4		100.0			
E3 and E5	#	7	1		18	7	1	34	3.2	45.9	11.5	0.3	NO	NO		1			1		2	90.6%*	YES	YES
	%	20.6	2.9		52.9	20.6	2.9	100.0							50.0				50.0		100.0			
E6	#				9	10	2	21	0.8	73.0	13.0	0.8	30.1	NO				1			1	0.0%*		
	%				42.9	47.6	9.5	100.0										100.0			100.0		58.8%	YES
E4, E7 and E8	#	17	3		7	4		31	19.9	9.9	11.4	10.2	NO	NO	1			1			2	48.7%	YES	YES
	%	54.8	9.7		22.6	12.9		100.0							50.0			50.0			100.0			
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2008: 81.2 percent

Level of Goal Attainment for 2009: 85.3 percent

Level of Goal Attainment for 2010: 92.4 percent

Transportation, Department of

Agency Director: H.B. Limehouse

EEO Officer: Darlene M. Rikard

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	3	1		15	7.6	15.2	4.3	7.6	NO	NO	3			1			4	0.0%	YES	YES
	% 66.7		6.7	20.0	6.7		100.0							75.0			25.0			100.0			
E2 Non-Engineers	# 142	27	5	129	84	3	390	7.1	20.9	5.8	0.2	NO	NO	7	6		6	1		20	97.2%	YES	YES
	% 36.4	6.9	1.3	33.1	21.5	0.8	100.0							35.0	30.0		30.0	5.0		100.0			
E2 Engineers	# 532	74	26	96	20	8	756	7.4	5.5	0.6	NO	NO	NO	37	4	2	12		1	56	YES	YES	YES
	% 70.4	9.8	3.4	12.7	2.6	1.1	100.0							66.1	7.1	3.6	21.4		1.8	100.0			
E3,E4,E5 Non-Engineers	# 183	35	7	115	62	2	404	8.7	23.0	5.9	0.0	NO	NO	15	3	1	13	1		33	YES	YES	YES
	% 45.3	8.7	1.7	28.5	15.3	0.5	100.0							45.5	9.1	3.0	39.4	3.0		100.0			
E3, E5 Engineers	# 292	57	10	63	10		432	6.5	26.0	4.3	NO	11.4	2.0	27	8	2	4			41	YES	56.2%	53.5%
	% 67.6	13.2	2.3	14.6	2.3		100.0							65.9	19.5	4.9	9.8			100.0			
E6	# 1	1		83	48	1	134	1.2	65.3	19.2	0.5	3.4	NO				3	2		5	58.3%	94.8%	YES
	% 0.7	0.7		61.9	35.8	0.7	100.0										60.0	40.0		100.0			
E7	# 1386	986	33	77	123	1	2606	30.8	3.0	2.0	NO	0.0	NO	170	90	8	4	5		277	YES	YES	YES
	% 53.2	37.8	1.3	3.0	4.7		100.0							61.4	32.5	2.9	1.4	1.8		100.0			
E8	# 29	13		50	27	1	120	18.7	22.4	10.5	7.9	NO	NO	2	4		2	3	2	13	57.8%	YES	YES
	% 24.2	10.8		41.7	22.5	0.8	100.0							15.4	30.8		15.4	23.1	15.4	100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 92.6 percent

Level of Goal Attainment for 2009: 93.4 percent

Level of Goal Attainment for 2010: 88.2 percent

State Treasurer's office

Agency Director: Converse A. Chellis, III

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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			5	2	1	13	3.2	31.2	6.8	3.2*	NO	NO	1						1	0.0%*	YES	YES
	% 38.5			38.5	15.4	7.7	100.0							100.0						100.0			
E2	# 6	2		15	5		28	4.7	40.8	12.5	NO	NO	NO				1			1	YES	YES	YES
	% 21.4	7.1		53.6	17.9		100.0										100.0			100.0			
E3	# 2	1		1	2		6	5.4	26.5	15.8	NO	9.8*	NO								YES	63.0%*	YES
	% 33.3	16.7		16.7	33.3		100.0																
E5	# 2			2	3		7	4.9	41.4	15.9	4.9*	12.8*	NO								0.0%*	69.1%*	YES
	% 28.6			28.6	42.9		100.0																
E6	#	1		1	2		4	2.9	53.6	23.3	NO	28.6	NO								YES	46.6%	YES
	%	25.0		25.0	50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 94.0 percent

Level of Goal Attainment for 2009: 92.3 percent

Level of Goal Attainment for 2010: 90.7 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	# 15	1		5			21	3.4	41.7	7.4	NO	17.9	7.4								YES	57.1%	0.0%
	% 71.4	4.8		23.8			100.0																
C2	# 95	5	16	52	4	4	176	3.4	71.7	7.4	0.6	42.2	5.1	2			2			4	82.4%	41.1%	31.1%
	% 54.0	2.8	9.1	29.5	2.3	2.3	100.0							50.0			50.0			100.0			
C3	# 241	5	35	74	4	8	367	2.3	33.2	2.9	0.9	13.0	1.8	12	1	1	1			15	60.9%	60.8%	37.9%
	% 65.7	1.4	9.5	20.2	1.1	2.2	100.0							80.0	6.7	6.7	6.7			100.0			
C4	# 213	11	54	143	15	14	450	2.3	33.2	2.9	NO	1.4	NO	20		7	14		3	44	YES	95.8%	YES
	% 47.3	2.5	12.0	31.8	3.3	3.1	100.0							45.5		15.9	31.8		6.8	100.0			
C5	# 158	13	64	177	12	36	460	2.3	33.2	2.9	NO	NO	0.3	27		7	24	3	7	68	YES	YES	89.7%
	% 34.3	2.8	13.9	38.5	2.6	7.8	100.0							39.7		15.9	35.3	4.4	10.3	100.0			
C6	# 101	8	6	138	14	24	291	2.3	33.2	2.9	NO	NO	NO	12	1		19	2	2	36	YES	YES	YES
	% 34.7	2.7	2.1	47.4	4.8	8.2	100.0							34.3	2.9		52.8	5.6	5.6	100.0			
C7	# 13		1	10			24	2.3	33.2	2.9	2.3 *	NO	2.9 *								0.0% *	YES	0.0% *
	% 54.2		4.2	41.7			100.0																
C825	# 8			1			9	2.3	33.2	2.9	2.3 *										0.0% *		0.0% *
	% 88.9			11.1			100.0																
C826	# 21	1	1	42	1	4	70	1.0	64.4	4.5	NO	4.4	3.1	1			3			4	YES	93.2%	31.1%
	% 30.0	1.4	1.4	60.0	1.4	5.7	100.0							25.0			75.0			100.0			

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

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

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

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

Level of Goal Attainment for 2008: 83.2 percent

Level of Goal Attainment for 2009: 81.3 percent

Level of Goal Attainment for 2010: 81.3 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted 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	# 20	6	19	107	11	17	180	2.3	33.5	2.9	0.2	NO	NO	19	2	4	24	4	4	57	91.3%*	YES	YES
	% 42.9	2.1	6.8	38.2	3.9	6.1	100.0							33.3	3.5	7.0	42.1	7.0	7.0	100.0			
C927	# 85	20	7	27	4	4	147	5.6	25.2	1.3	NO	6.8	NO	10	6	2	6		2	26	YES	73.0%	YES
	% 57.8	13.6	4.8	18.4	2.7	2.7	100.0							38.5	23.1	7.7	23.1		7.7	100.0			
C930	# 58	2	8	59	7	5	139	2.7	27.2	2.9	1.3	NO	NO	11			10	3	1	25	51.9%	YES	YES
	% 41.7	1.4	5.8	42.4	5.0	3.6	100.0							44.0			40.0	12.0	4.0	100.0			
E22	# 129	8	5	115	14	10	281	6.7	35.0	8.1	3.9	NO	3.1	12			13	2		27			
	% 45.9	2.8	1.8	40.9	5.0	3.6	100.0							44.4			48.1	7.4		100.0	41.8%	YES	61.7%
E23	# 160	26	27	240	63	24	540	10.6	28.7	10.6	5.8	NO	NO	11	2	1	29	9	3	55			
	% 29.6	4.8	5.0	44.4	11.7	4.4	100.0							20.0	3.6	1.8	52.7	16.4	5.5	100.0	45.3%	YES	YES
E24	# 30	3	4	29	3		69	5.4	35.3	10.5	1.1	NO	6.2	1			6			7	79.6%*	YES	41.0%
	% 43.5	4.3	5.8	42.0	4.3		100.0							14.3			85.7			100.0			
E25	# 33	8	4	183	43	17	288	7.3	42.7	14.5	4.5	NO	NO	6	2	1	13	8	2	32			
	% 11.5	2.8	1.4	63.5	14.9	5.9	100.0							18.8	6.3	3.1	40.6	25.0	6.3	100.0	38.4%	YES	YES
E26	# 81	14	6	253	84	17	455	12.1	32.0	21.0	9.0	NO	2.5	14	3	2	35	9	7	70			
	% 17.8	3.1	1.3	55.6	18.5	3.7	100.0							20.0	4.3	2.9	50.0	12.9	10.0	100.0	25.6%	YES	88.1%
E37	# 75	13	15	18	6	4	131	5.9	26.9	5.3	NO	13.2	0.7	9		1		1	1	12	YES	50.9%	86.8%*
	% 57.3	9.9	11.5	13.7	4.6	3.1	100.0							75.0		8.3		8.3	8.3	100.0			

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

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

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

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

Level of Goal Attainment for 2008: 83.2 percent
 Level of Goal Attainment for 2009: 81.3 percent
 Level of Goal Attainment for 2010: 81.5 percent

USC - Columbia Campus (Page 3 of 3)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E38	# 54	10	3	71	21	10	169	9.0	28.3	19.1	3.1	NO	6.7	8	1		13	5	1	28	65.6%	YES	64.9%
	% 31.4	5.9	2.4	42.0	12.4	5.9	100.0							28.6	3.6		46.4	17.9	3.6	100.0			
E39	# 5			10	8	5	28	7.9	25.2	33.6	7.9	NO	5.0				1	2	1	4	0.0%	YES	85.1%
	% 17.9			35.7	28.6	17.9	100.0										25.0	50.0	25.0	100.0			
E4	# 35	16	10	10	6	1	78	24.8	7.9	4.3	4.3	NO	NO	7	3	2	4	3		19	82.7%	YES	YES
	% 44.9	20.5	12.8	12.8	7.7	1.3	100.0							36.8	15.8	10.5	21.1	15.8		100.0			
E511	# 32	7	5	261	103	19	427	1.5	64.3	18.0	NO	3.2	NO	6	1	1	30	7	2	47	YES	95.0%	YES
	% 7.5	1.6	1.2	61.1	24.1	4.4	100.0							12.5	2.1	2.1	63.8	14.6	4.2	100.0			
E512	# 16	2	2	50	20	7	97	4.4	50.3	16.6	2.3	NO	NO	3			4	1	1	9	47.7%	YES	YES
	% 16.5	2.1	2.1	51.5	20.6	7.2	100.0							33.3			44.4	11.1	11.1	100.0			
E613	# 7	2	3	2	3	1	18	31.4	7.2	11.5	20.3	NO	NO		1			1		2	35.4%	YES	YES
	% 38.9	11.1	16.7	11.1	16.7	5.6	100.0								50.0			50.0		100.0			
E614	# 1	2		2	1		6	5.2	32.3	23.6	NO	NO	6.9							100.0	YES	YES	70.8% *
	% 16.7	33.3		33.3	16.7		100.0													100.0			
E615	# 13	6	1	118	59	19	216	2.6	52.3	23.8	NO	NO	NO		2		13	5	1	21	YES	YES	YES
	% 6.0	2.8	0.5	54.6	27.3	8.8	100.0								9.5		61.9	23.5	4.8	100.0			
E616	# 1			4	1		6	2.7	51.6	24.7	2.7	NO	8.0				1	1		2	0.0% *	YES	67.6% *
	% 16.7			66.7	16.7		100.0										50.0	50.0		100.0			

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

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

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

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

Level of Goal Attainment for 2008: 83.2 percent
Level of Goal Attainment for 2009: 81.3 percent
Level of Goal Attainment for 2010: 81.5 percent

USC - Columbia Campus (Page 4 of 4)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E717	# 40	8	4	3		1	56	11.3	3.9	1.8	NO	NO	1.8	5	1	1				7	YES	YES	0.0%
	% 71.4	14.3	7.1	5.4		1.8	100.0							71.4	14.3	14.3				100.0			
E718	# 126	51	14	4	1		196	11.5	3.2	1.2	NO	0.6	0.7	15	4	2				21	YES	81.3%	41.7%
	% 64.3	26.0	7.1	2.6	0.5		100.0							71.4	19.0	9.5				100.0			
E819	# 25	14	3	3	11	1	57	11.7	3.9	0.6	NO	NO	NO	3	1					4	YES	YES	YES
	% 43.9	24.6	7.0	5.3	19.3	1.8	100.0							75.0	25.0					100.0			
E820	# 34	51	12	8	66	4	175	25.4	5.4	3.4	NO	0.8	NO	9	7			4		20	YES	85.2%	YES
	% 19.4	29.1	6.9	4.6	37.7	2.3	100.0							45.0	35.0			20.0		100.0			
E821	# 1	1	1	3	12	1	19	27.0	13.4	18.8	21.7	NO	NO								19.6%	YES	YES
	% 5.3	5.3	5.3	15.8	63.2	5.3	100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2008: 83.2 percent

Level of Goal Attainment for 2009: 81.3 percent

Level of Goal Attainment for 2010: 81.5 percent

Vocational Rehabilitation, Department of

Agency Head: Barbara Hollis

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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		6	2	2	19	6.4	41.6	11.8	1.1 *	10.0	1.3								82.8% *	76.0%	89.0% *	
	% 42.1	5.3		31.6	10.5	10.5	100.0																	
E2	# 205	72	4	345	203	7	836	9.5	34.6	18.8	0.9	NO	NO								90.5%	YES	YES	
	% 24.5	8.6	0.5	41.3	24.3	0.8	100.0																	
E3	# 25	2		11	7	1	46	6.7	31.6	15.4	2.4	7.7	0.2 *								64.2%	75.6%	98.7% *	
	% 12.0	4.3		23.9	15.2	2.2	100.0																	
E5	# 12	8		79	27	2	128	3.1	61.3	10.9	NO	NO	NO								YES	YES	YES	
	% 9.4	6.3		61.7	21.1	1.6	100.0																	
E6	# 2	2	1	86	32	3	126	3.1	61.8	10.9	1.5	NO	NO								51.6%	YES	YES	
	% 1.6	1.6	0.8	68.3	25.4	2.4	100.0																	
E8	# 19	11	1	5	7		43	21.6	14.8	14.4	NO	3.2	NO								YES	78.4%	YES	
	% 44.2	25.6	2.3	11.6	16.3		100.0																	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2008: 85.6 percent
 Level of Goal Attainment for 2009: 86.8 percent
 Level of Goal Attainment for 2010: 89.3 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Melissa R. Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			3			6	3.4	31.5	38.3	3.4 *	NO	38.3								0.0% *	YES	0.0% *
	% 50.0			50.0			100.0																
E2	# 8	10		5	4		27	7.9	42.1	17.7	NO	23.6	2.9	1	6		1			8	YES	43.9%	83.6% *
	% 29.6	37.0		18.5	14.8		100.0							12.5	75.0		12.5			100.0			
E3 and E5	# 2				2		4	13.2	28.0	22.4	13.2 *	28.0	NO					1		1	0.0% *	0.0%	YES
	% 50.0				50.0		100.0											100.0		100.0			
E6	#			4	2		6	0.2	69.7	17.6	0.2 *	3.0 *	NO								0.0% *	95.7% *	YES
	%			66.7	33.3		100.0																
E8	# 4	2		2	2		10	21.4	12.2	21.9	1.4 *	NO	1.9 *		1					1	93.5% *	YES	91.3% *
	% 40.0	20.0		20.0	20.0		100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 84.4 percent
 Level of Goal Attainment for 2009: 79.4 percent
 Level of Goal Attainment for 2010: 75.7 percent

Winthrop University (Page 1 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	#	33			23		56	1.9	42.6	5.3	1.9	1.5	5.3	4			1			5	0.0%	96.5%	0.0%
	%	58.9			41.1		100.0							80.0			20.0			100.0			
C3	#	29	3	4	19		56	4.1	25.0	1.0	NO	NO	1.0	3			1			4	YES	YES	0.0%
	%	51.8	5.4	7.1	33.9		100.0							75.0			25.0			100.0			
C4	#	43	1	4	42	3	2	95	1.8	39.0	3.2	0.7	NO	NO		1	4			5	61.1%	YES	YES
	%	45.3	1.1	4.2	44.2	3.2	2.1	100.0								20.0	80.0			100.0			
C5	#	32	1	2	42	7	5	89	2.6	47.8	4.7			4			5	1	1	11			
	%	36.0	1.1	2.2	47.2	7.9	5.6	100.0				1.5	0.6	NO	36.4		45.5	9.1	9.1	100.0	42.3%	98.7%	YES
C6 and C7	#	5		2	29		2	38	2.5	48.6	6.9						3			3			
	%	13.2		5.3	76.3		5.3	100.0				2.5	NO	6.9			100.0			100.0	0.0%	YES	0.0%
C8 and C9	#	28	4	2	26	2	3	65	4.5	33.6	3.1	NO	NO	0.0	5		7	1		13	YES	YES	YES
	%	43.1	6.2	3.1	40.0	3.1	4.6	100.0						38.5			53.8	7.7		100.0			
E1	#	5			6			11	2.7	43.8	13.7	2.7	NO	13.7			1			1	0.0%	YES	0.0%
	%	45.5			54.5			100.0									100.0			100.0			
E2	#	33	4	1	72	15	3	128	4.0	43.9	12.1			7	1	1	6	1		16			
	%	25.8	3.1	0.8	56.3	11.7	2.3	100.0				0.9	NO	0.4	43.8	6.3	6.3	37.5	6.3	100.0	77.5%	YES	96.7%
E3	#	20	2		15	5	1	43	5.2	26.3	10.6			3			1	2		6			
	%	46.5	4.7		34.9	11.6	2.3	100.0				0.5	NO	NO	50.0			16.7	33.3	100.0	90.4%	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 2008: 87.3 percent

Level of Goal Attainment for 2009: 77.4 percent

Level of Goal Attainment for 2010: 84.4 percent

Winthrop University (Page 2 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							6 % OF Goals Met Based on Adjusted 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	# 11			1	2		14	15.4	1.1	4.3	15.4	NO	NO				1			1	0.0%	YES	YES
	% 78.6			7.1	14.3		100.0										100.0			100.0			
E5	# 2			22	7		31	1.9	56.5	14.3	1.9	NO	NO	1			2	1		4	0.0%*	YES	YES
	% 6.5			71.0	22.6		100.0							25.0			50.0	25.0		100.0			
E6	#			66	12	1	79	5.8	59.6	12.0	5.8	NO	NO				7	1		8	0.0%	YES	YES
	%			83.5	15.2	1.3	100.0										87.5	12.5		100.0			
E7	# 29	5		5			39	26.7	3.7	0.8			*	2			1			3			*
	% 74.4	12.8		12.8			100.0				13.9	NO	0.8	66.7			33.3			100.0	47.9%	YES	0.0%
E8	# 23	13		9	39	3	87	19.4	12.6	17.6	4.5	2.3	NO	3	3			5		11	76.8%	81.7%	YES
	% 26.4	14.9		10.3	44.8	3.4	100.0							27.3	27.3			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 2008: 87.3 percent

Level of Goal Attainment for 2009: 77.4 percent

Level of Goal Attainment for 2010: 84.4 percent

Worker's Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Cathy Floyd

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2010							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2009 - 09/30/2010							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2			4	3.6	26.4	4.3	3.6 *	NO	4.3								0.0% *	YES	0.0% *
E2 and E3	# 4	2	1	17	9		33	4.4	42.6	12.8	NO	NO	NO	1			3	1		5	YES	YES	YES
	% 50.0			50.0			100.0							20.0			60.0	20.0		100.0			
E5	#			3			3	1.4	68.1	13.3	1.4 *	NO	13.3 *				1			1	0.0% *	YES	0.0% *
	%			100.0			100.0										100.0			100.0			
E6	#			3	2		5	6.7	46.5	29.1	6.7 *	NO	NO				1	1		2	0.0% *	YES	YES
	%			60.0	40.0		100.0										50.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008: 88.8 percent
 Level of Goal Attainment for 2009: 100.0 percent
 Level of Goal Attainment for 2010: 100.0 percent

SECTION VI

Index of State Agencies' Workforce

Agency:	Page #:	Agency:	Page #:
Governor's Office	55	Low Country, Technical College of the	96
Governor's School for the Arts & Humanities	57	Medical University Hospital Authority	72-74
Governor's School for Science & Mathematics	56	Medical University of South Carolina	69-71
Greenville Technical College	100	Mental Health, Department of	75-76
Health & Environmental Control, Department of	58	Midlands Technical College	102
Health and Human Services, Department of	59	Motor Vehicles, Department of	77
Horry-Georgetown Technical College	101	Museum, State	78
Indigent Defense	60	Natural Resources, Department of	79
Insurance, Department of	61	Northeastern Technical College	103
John de la Howe School	62	Opportunity School, Wil Lou Gray	117
Juvenile Justice, Department of	63	Orangeburg-Calhoun Technical College	104
Labor, Licensing and Regulation, Department of	64	Parks, Recreation and Tourism	80
Lander University	65	Patriot's Point Non-compliant	0
Law Enforcement Division, State (SLED)	66	Piedmont Technical College	105
Library, State	67	Ports Authority, State	81
Lieutenant Governor's Office	68	Probation, Parole & Pardon Services, Department of	82
		Public Safety, Department of	83

Index of State Agencies' Workforce

Agency:	Page #:	Agency:	Page #:
Accident Fund, State	21	Consumer Affairs, Department of	42
Adjutant General's Office	22	Corrections, Department of	43-44
Agriculture, Department of	23	Criminal Justice Academy	45
Aiken Technical College	94	Deaf and Blind, School for the	46
Alcohol & Other Drug Abuse Services, Department of	24	Denmark Technical College	98
Archives and History, Department of	25	Disabilities & Special Needs (Statewide)	47
Arts Commission	26	Education, Department of	48
Auditor, Office of the State	27	Education Lottery	49
Blind, South Carolina Commission for the	28	Educational Television (ETV)	50
Budget and Control Board	30	Election Commission, State	51
Central Carolina Technical College	95	Employment Security Commission	52
Citadel, The	31-32	Financial Institutions, Board Of	29
Clemson University	33-35	Florence-Darlington Technical College	99
Coastal Carolina University	36-37	Forestry Commission	53
College of Charleston	38-39	Francis Marion University	54
Commerce, Department of	40		
Comptroller General, Office of	41		

Index of State Agencies' Workforce

Agency:	Page #:	Agency:	Page #:
Public Service Commission	84	Vocational Rehabilitation, Department of	117
Regulatory Staff, Office of	85	Williamsburg Technical College	109
Revenue, Department of	86	Wil Lou Gray Opportunity School	118
Santee Cooper, (Public Service Authority)	87	Winthrop University	119-120
Second Injury Fund	88	Worker's Compensation Commission	121
Secretary of State	89	York Technical College	110
Social Services, Department of	90-91		
South Carolina State University	92-93		
Spartanburg Community College	106		
Technical & Comprehensive Education, State Board for	97		
Transportation, Department of	111		
Treasurer's Office, State	112		
Tri-County Technical College	107		
Trident Technical College	108		
University of South Carolina (Total System)	113-116		