THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN SOUTH CAROLINA STATE GOVERNMENT

ANNUAL REPORT TO THE GENERAL ASSEMBLY

FEBRUARY 1ST

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

South Carolina Human Affairs Commission

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Memorandum

To: The Honorable Henry McMaster
Governor of South Carolina

The Honorable Harvey S. Peeler, Jr.
President of the Senate

The Honorable Jay Lucas
Speaker of the House

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

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

Date February 1, 2021

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

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

In keeping with these requirements, it is my pleasure to present to you the 2021 Report to the General Assembly, which examines the progress state government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

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

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

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

Copy: Legislative Printing and Information Technology Resources

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Introduction

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SECTION I

Introduction

This report covers the period of October 1, 2019 through September 30, 2020 and is based primarily on the employment data collected by the Human Affairs Commission (SCHAC) from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts, as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

What is Affirmative Action?

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

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

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

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

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

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

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

Exempt Agencies:

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

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

Affirmative Action Plan Components

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

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

Each plan approved by SCHAC contains the following information:

Section A—Policy Statement
Section B—Responsibilities for Implementation
Section C—Policy Dissemination
Section D—Utilization and Availability Analyses
1. Workforce Analysis
2. Job Group Analysis
3. Availability Analysis
4. Underutilization Analysis

Section E—Goals
Section F—Identification of Problem Areas and Corrective Actions
Section G—Internal Audit and Reporting Systems
Section H—Affirmative Action Plan Support Documents

Job Group Analysis

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

Availability Analysis

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

Determining Underutilization

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

Goals

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

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

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

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

Agencies with Approved Affirmative Action Plans

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

Accident Fund, State
Adjutant General's Office
Administration, Department of
Aging, Department on
Agriculture, Department of
Aiken Technical College
Alcohol and Other Drug Abuse Services
Archives and History, Department of
* Arts Commission
Attorney General, South Carolina Office of the
Auditor, Office of the State
Blind, Commission for the
Central Carolina Technical College
Children's Advocacy, Department of
Citadel, The
Clemson University
Coastal Carolina University
College of Charleston
Commerce, Department of
Comptroller General, Office of the
Consumer Affairs, Department of
Corrections, Department of
Criminal Justice Academy
Deaf and Blind, School for the
Denmark Technical College
Disabilities & Special Needs, Department of
Education, Department of
Education Lottery, South Carolina
Educational Television Commission
Election Commission, State
Employment and Workforce, Department of
Financial Institutions, SC Board of
Fiscal Accountability Authority, State
Florence-Darlington Technical College
Forestry Commission
Francis Marion University
Governor's School for Agriculture at John de la Howe
Governor's School for Science & Mathematics
Governor's School for the Arts & Humanities
Greenville Technical College
Health and Environmental Control, Department of
Health and Human Services, Department of
Higher Education, Commission on
Horry-Georgetown Technical College
* Housing, Finance and Development
Indigent Defense, Commission on
Insurance, Department of
Juvenile Justice, Department of
Labor, Licensing and Regulation, Department of
Lander University
Law Enforcement Division, State
Library, South Carolina State
Medical University Hospital Authority
Medical University of South Carolina
Mental Health, Department of
Midlands Technical College

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

Agencies Exempt from Affirmative Action Plan Requirements

Arts Commission, South Carolina

Housing, Finance and Development Authority, South Carolina

Report Summary

Report Highlights

Pay Bands Table and Chart

SECTION II

Report Summary

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

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

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

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

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred. Of the 90 agencies (including colleges and universities), 87 or 96.7 percent achieved at least a level of 70 percent of their goals, which includes four agencies reaching 100 percent. In addition, 43 agencies maintained or showed an increase in their goal achievement. Of those 43 agencies that maintained or showed an increase in their overall goal achievement, seven agencies increased their achievement by 5 percent or more, and one increased it by more than 10 percent. The South Carolina Housing, Finance and Development Authority and the Arts Commission are currently exempt from reporting due to consistently achieving their goal attainment, until new Census data is available.

During the period covered in this report, the total number of state government employees was 68,631. This number includes colleges and universities.

We have listed what SCHAC refers to as ***State Government's Top Ten*** list. The Top Ten had the highest goal attainment for this reporting period and includes four agencies which achieved 100 percent of their goals: The Museum Commission; Santee Cooper Authority; Secretary of State: and, State Board for Technical and Comprehensive Education. Sometimes reorganizations and other factors can affect goal attainment. We have also included those agencies that failed to achieve at least 70 percent of their goals during this reporting period. (See chart for rankings pg. 38)

In last year's report we noted a continuing trend of the overall increased representation of minorities and women within the workforce. In this year's report, we noticed the trend continued with slight increases among individuals who identify as Black/African American Female or Other.

During this reporting period, there were 68,631 women and men employed by the state government; 38.6 percent were men and 61.4 percent were women. Of those, approximately: 29.3 percent were White Males; 33.0 percent were White Females; 9.2 percent were Black/African American Males; 23.6 percent were Black/African American Females, 4.9 percent identified as Other.

Report Highlights

- This report is generated using employment data provided by the Department of Administration that is broken out and provided to Agencies for correction. Corrected data Agencies return is entered into our CAAMS system where it is compared to current Census data of individuals available in the workforce by EEO categories. Availability is adjusted to allow for statistical variation and returned to the Agencies for further review for accuracy. Corrections are made as needed, and CAAMS generates reports and Affirmative Action Plans for each agency. We are currently using 2010 Census data until 2020 Census data is made available.

- During the last reporting period of October 2018 to September 2019, there were approximately 68,085 men and women employed by state government. During the current reporting period, there are approximately 68,631 men and women employed by state government, an increase of 856 in the total workforce.

- The Composition of State Government's workforce saw a slight increase in Black/African American Females and a slight increase in individuals identifying as Other. The percentage of White Males, White Females, and Black/African American Males in State Government's workforce slightly decreased.

- State government has thirty-six agencies achieving over 90 percent of their goals, with four agencies achieving 100 percent of their goals. This is an increase from the three agencies that achieved 100 percent of their goals last year.

- One agency, SC Governor's School for Agriculture at John de la Howe, increased their level of goal attainment by more than ten percent from the previous year. Seven agencies increased their goal attainment by more than five percent: Department of Administration; Commission for the Blind; SC Educational Television; Lander University; Midlands Technical College; Orangeburg-Calhoun Technical College; and Williamsburg Technical College.

- This reporting period three agencies that failed to achieve the benchmark of at least 70 percent of their goals are: Francis Marion University; State Library; and Department of Natural Resources.

- In Higher Education, males represented 45.1 percent and females represented 54.9 percent of the workforce. Black employees' representation in Higher Education increased slightly from the previous year at 17.8 percent of the workforce among State Colleges and Universities. Black/African American Females represent 11.8 percent compared to the 39.7 percent of White Females in Higher Education.

State of South Carolina Pay Bands

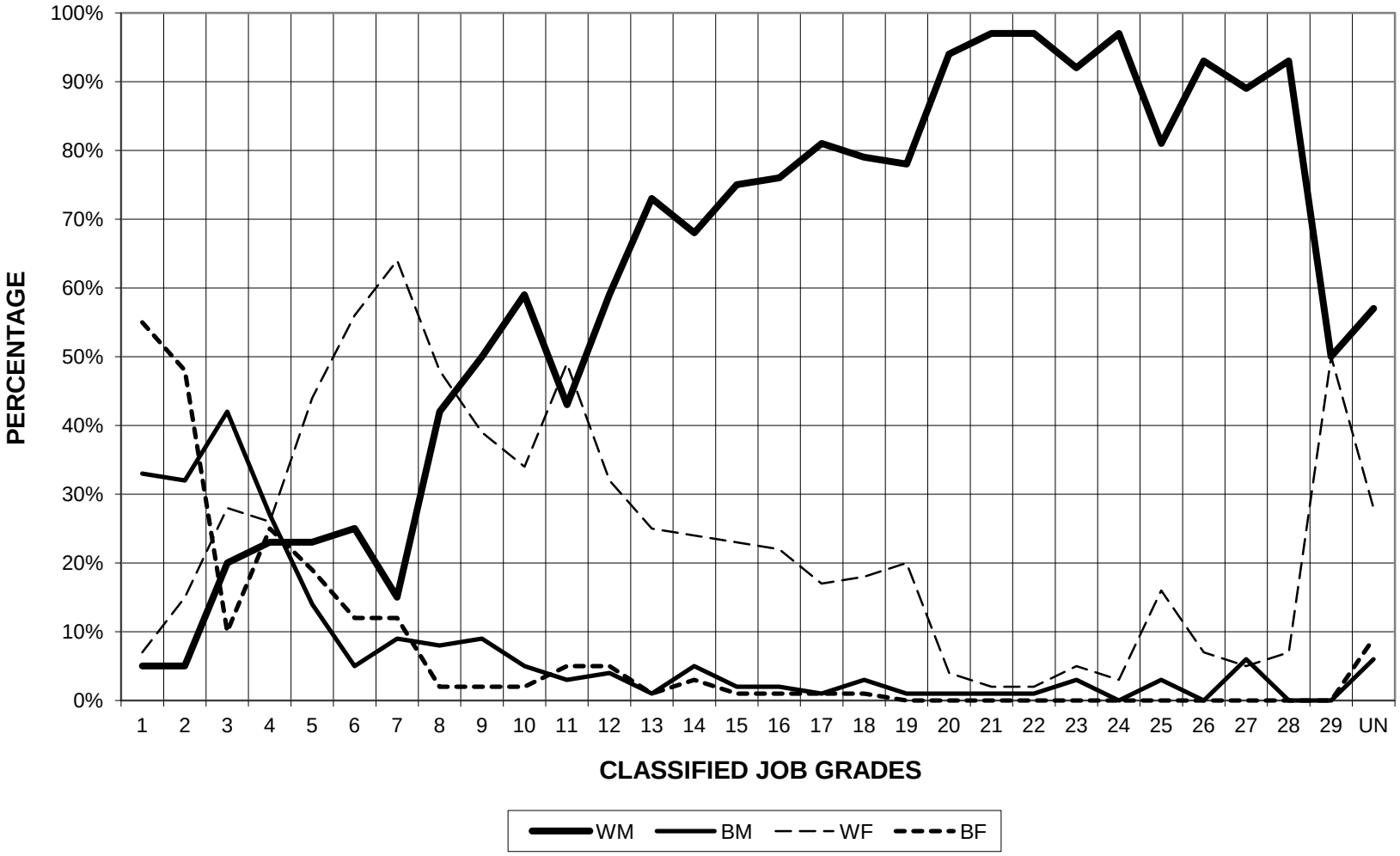
SOURCE: SOUTH CAROLINA DEPARTMENT OF ADMINISTRATION (2021)

BAND	MINIMUM	MIDPOINT	MAXIMUM
01	$15,080.00	$21,672.00	$28,264.00
02	$18,593.00	$26,497.00	$34,402.00
03	$22,625.00	$32,245.00	$41,866.00
04	$27,527.00	$39,228.00	$50,930.00
05	$33,494.00	$47,734.00	$61,975.00
06	$40,759.00	$58,086.00	$75,413.00
07	$49,594.00	$70,674.00	$91,755.00
08	$60,344.00	$85,995.00	$111,646.00
09	$73,421.00	$104,631.00	$135,842.00
10	$89,335.00	$127,308.00	$165,281.00

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

March, 1972

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



Bar Graphs: Representation by Gender and Race

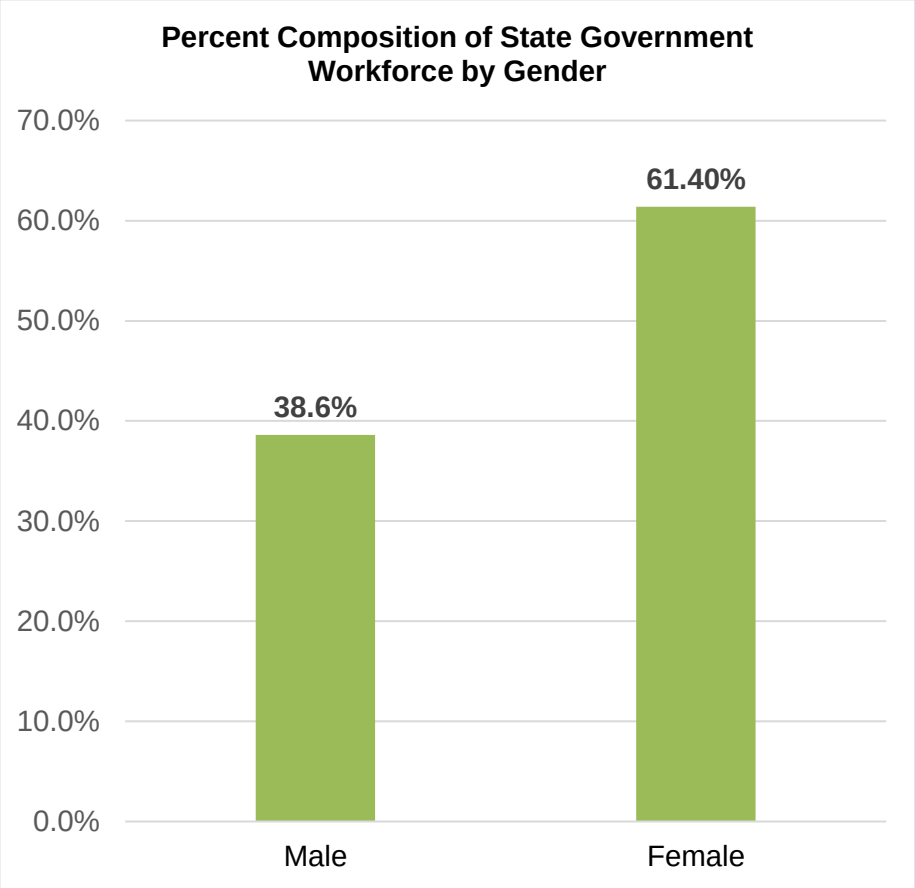
Pie Charts: South Carolina State EEO Categories and Salaries

SECTION III

Representation by Gender

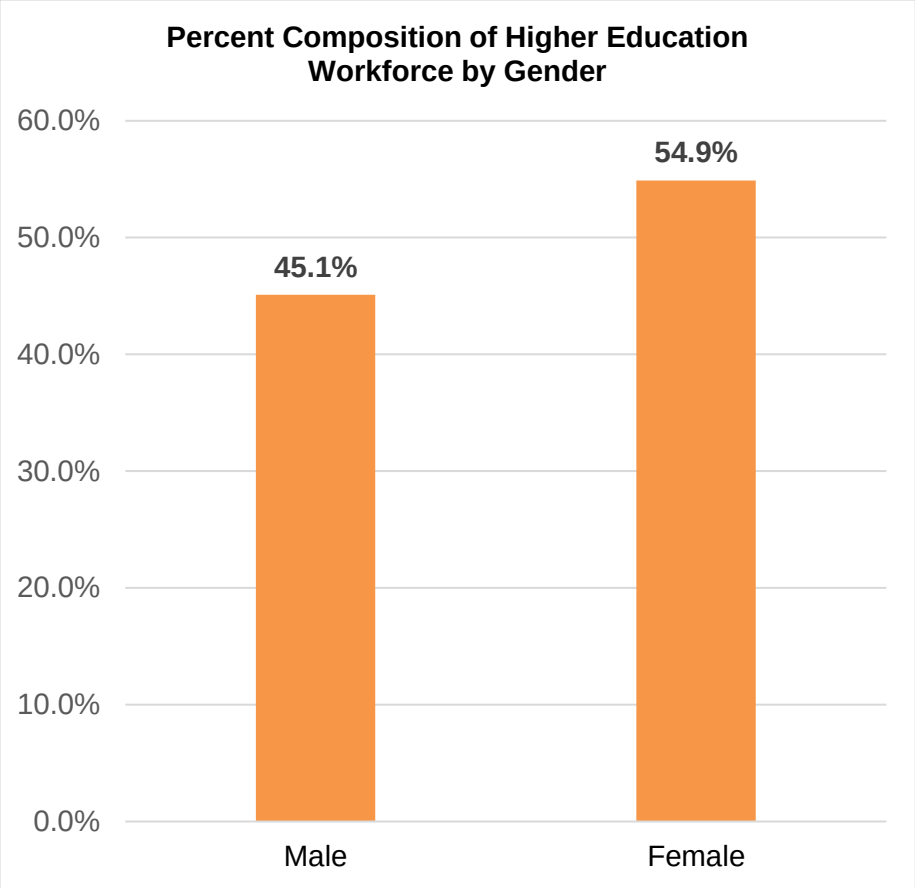
State Government Workforce

Chart A



Higher Education

Chart B

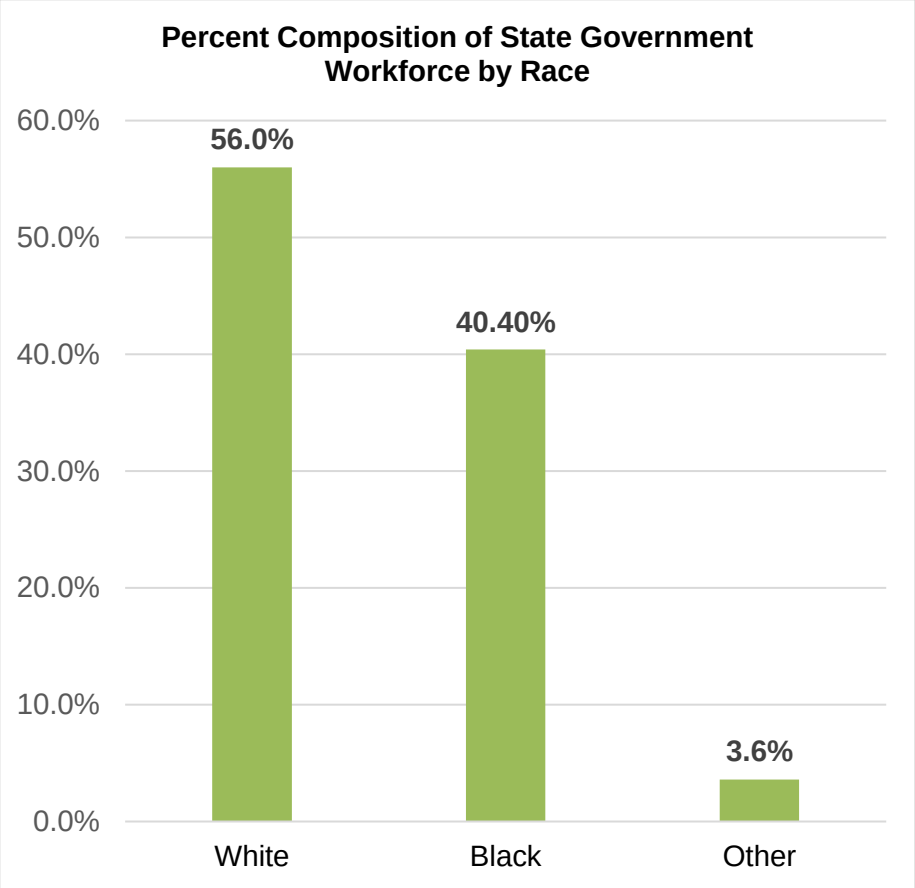


Note: Percentages may not add up to 100% due to rounding

Representation by Race

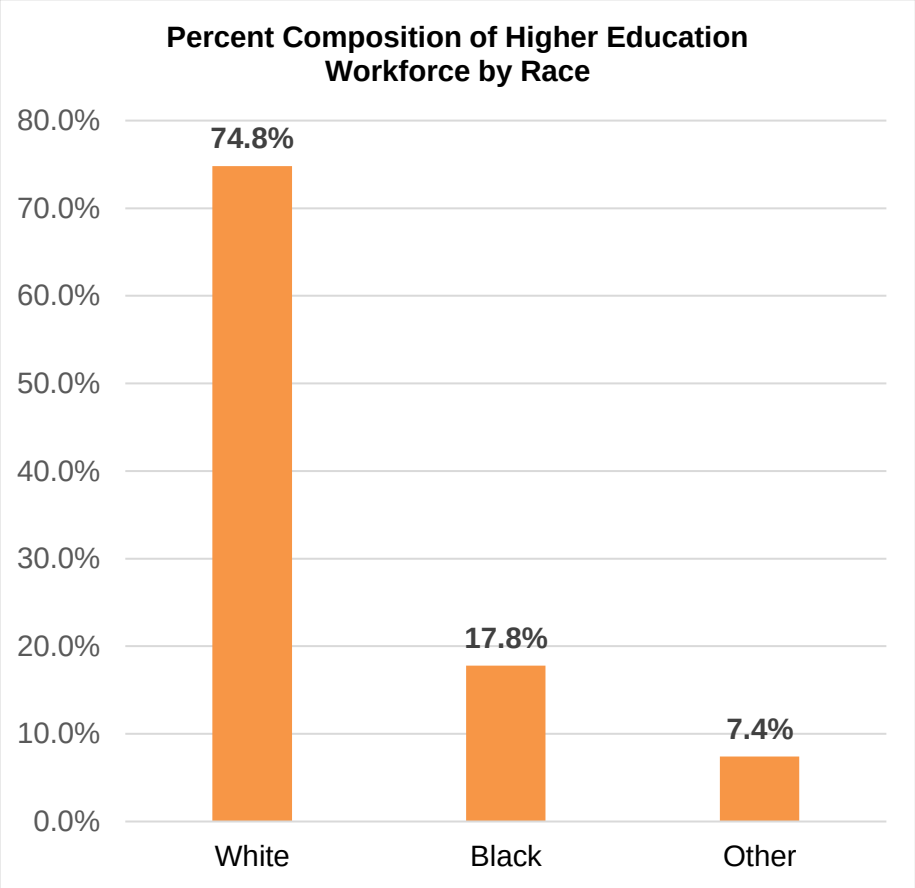
State Government Workforce

Chart A



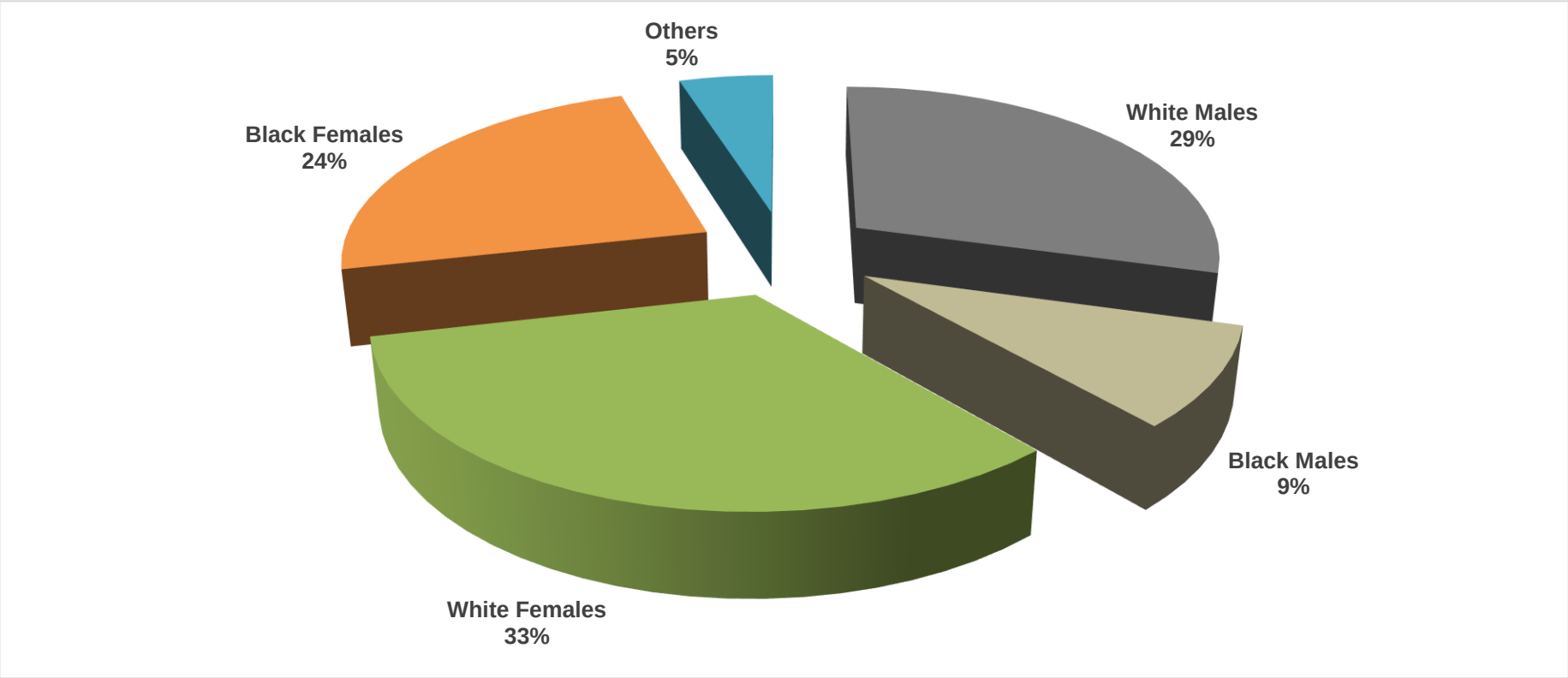
Higher Education

Chart B



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

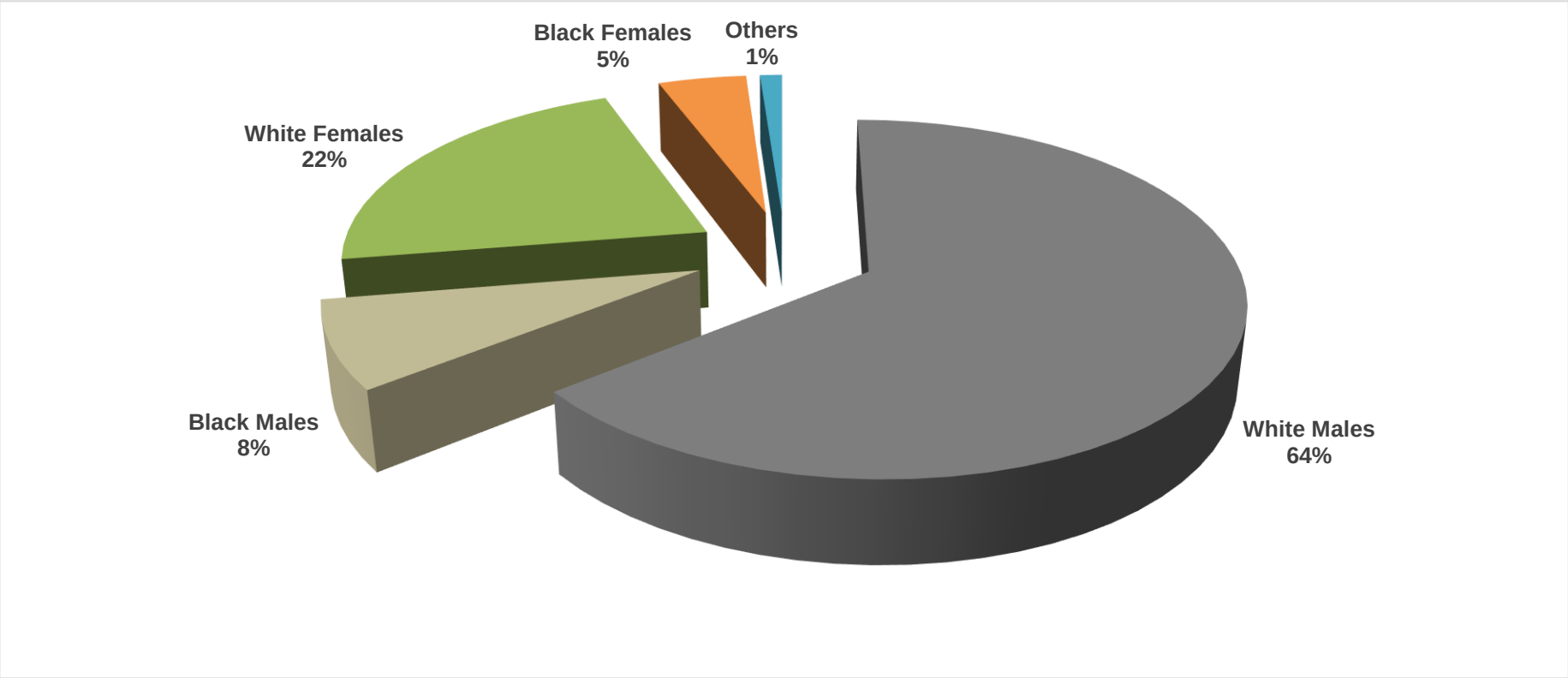
Composition of State Government Workforce by Race and Sex
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	20,128	6,306	22,615	16,220	3,362	68,631
Average Salary	$78,467	$73,414	$72,148	$62,969	$71,160	$71,632

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

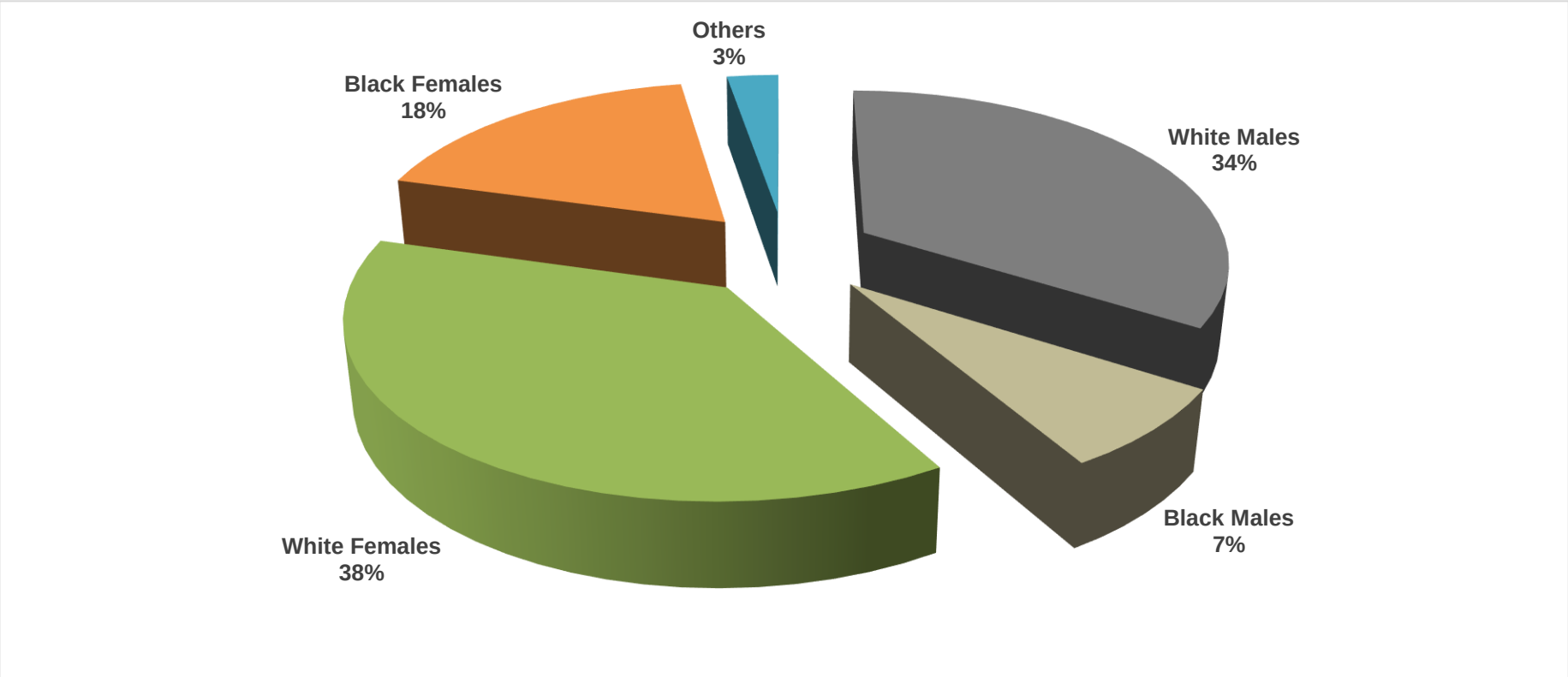
Composition of Agency Heads
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	56	7	19	4	1	87
Average Salary	$173,202	$146,396	$161,145	$154,235	$246,618	$176,319

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

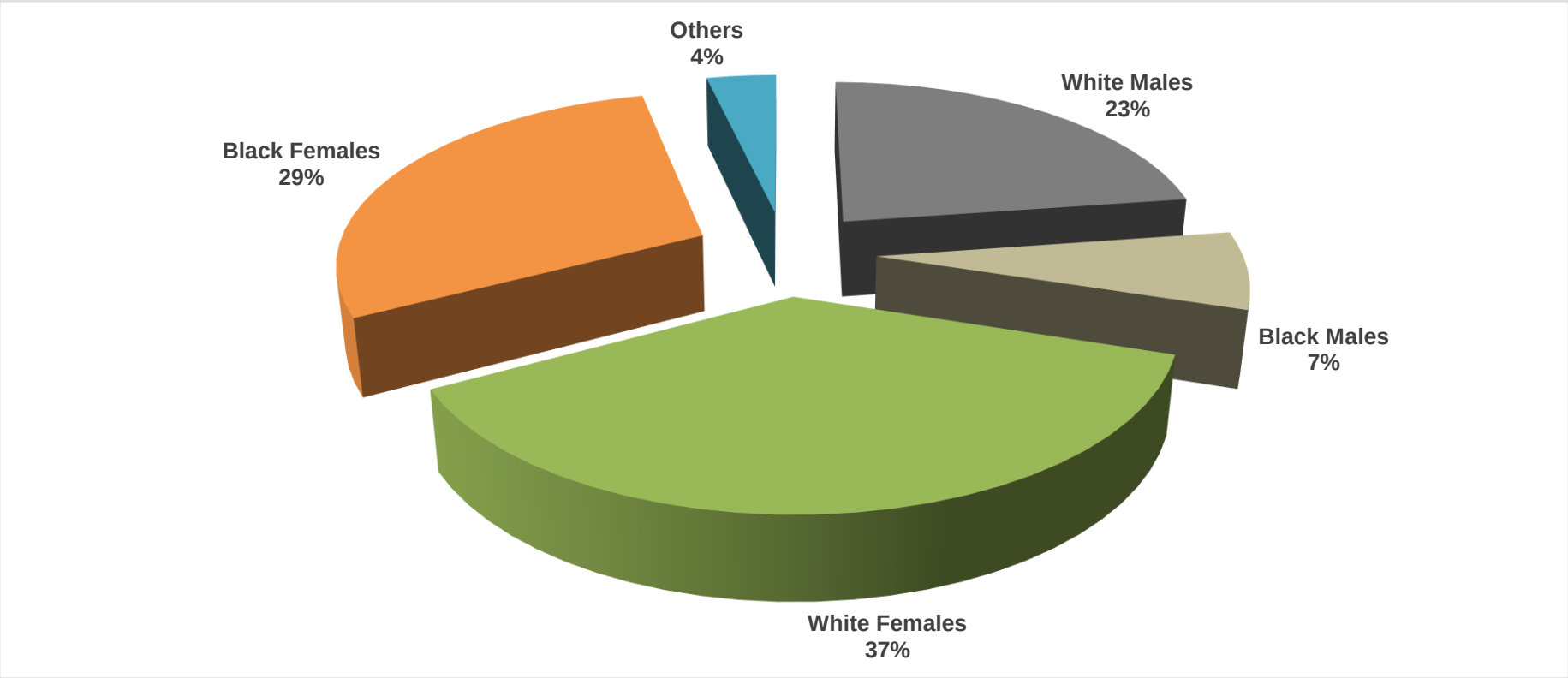
Composition of E1: Executives
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,740	384	1,933	919	137	5,113
Average Salary	$82,573	$76,011	$74,440	$70,942	$84,379	$77,669

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

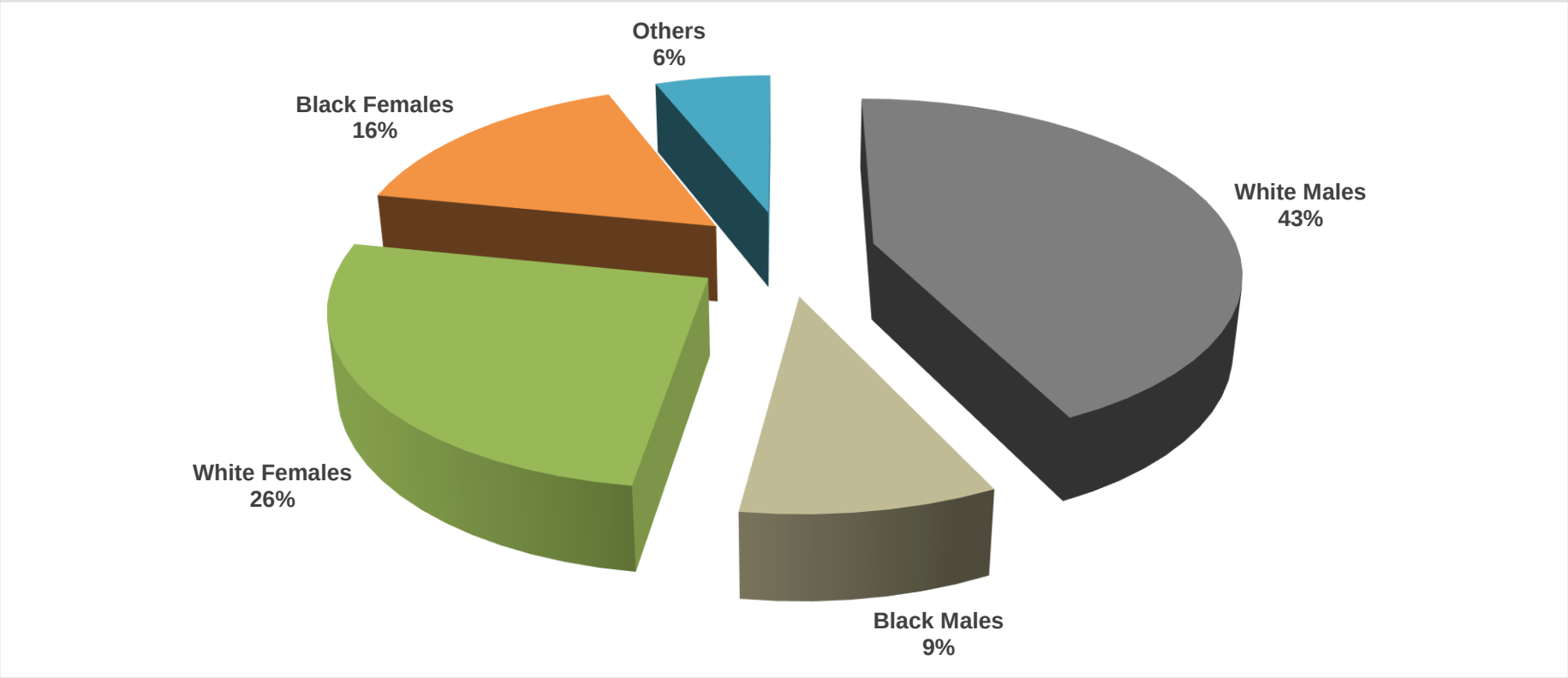
Composition of E2: Professionals
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5,506	1,733	9,068	7,059	879	24,245
Average Salary	$60,176	$50,409	$51,873	$45,332	$55,831	$52,724

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

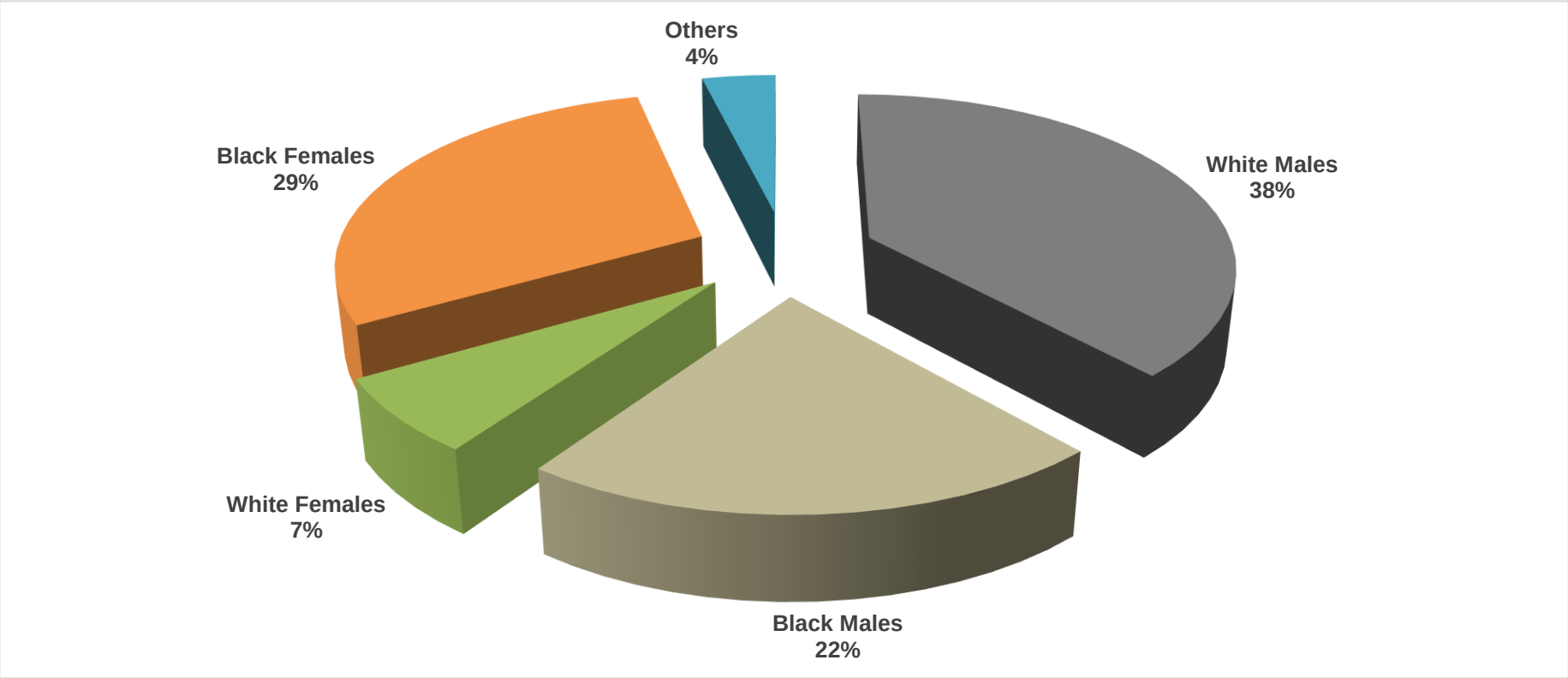
Composition of E3: Technicians
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,195	261	722	441	168	2,787
Average Salary	$45,773	$42,212	$43,900	$39,324	$43,904	$43,023

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

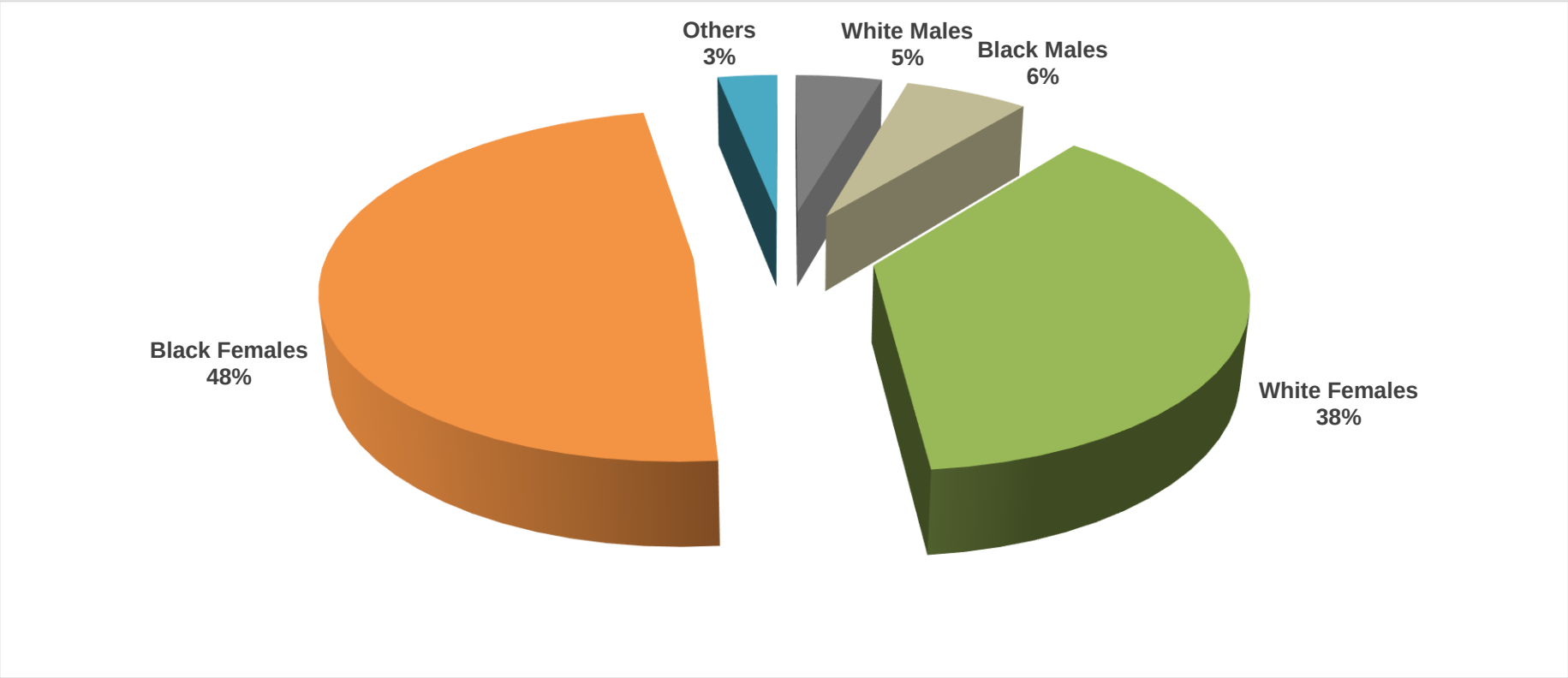
Composition of E4: Protective Services
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,629	913	292	1,253	163	4,250
Average Salary	$40,263	$37,521	$38,415	$34,392	$36,483	$37,415

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

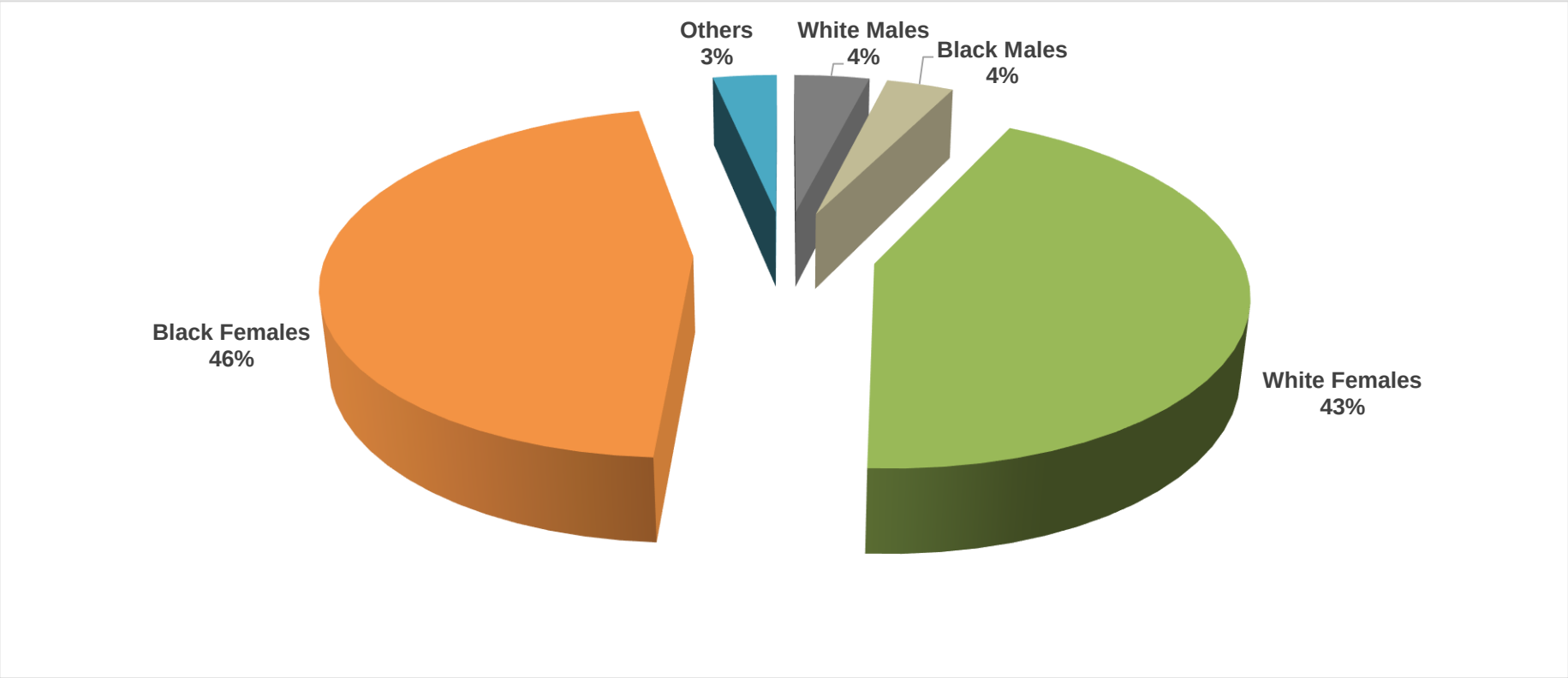
Composition of State E5: Paraprofessionals
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	220	314	1,833	2,362	152	4,881
Average Salary	$31,293	$30,486	$33,928	$32,439	$29,745	$31,578

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

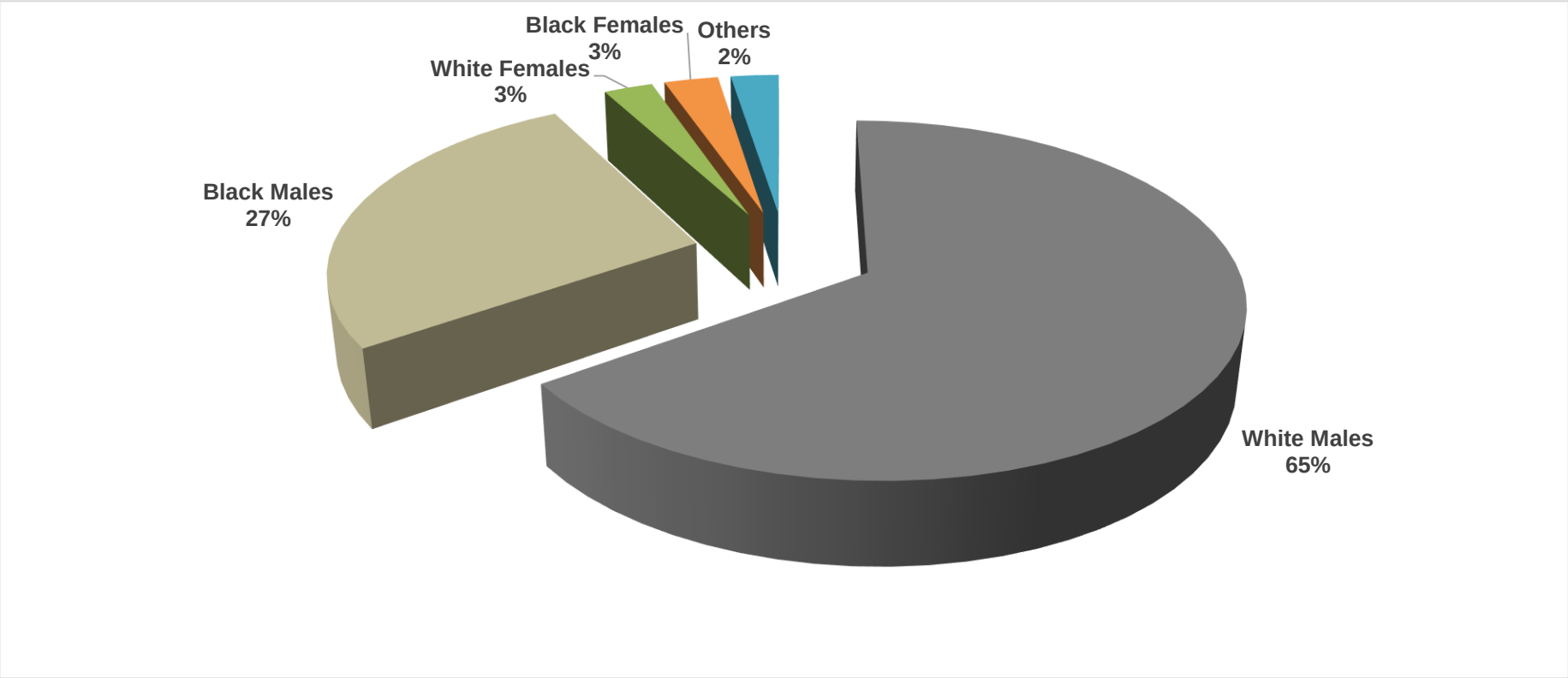
Composition of E6: Secretarial/Clerical
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	106	95	1,173	1,238	90	2,702
Average Salary	$28,797	$28,270	$29,309	$28,726	$26,871	$28,395

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

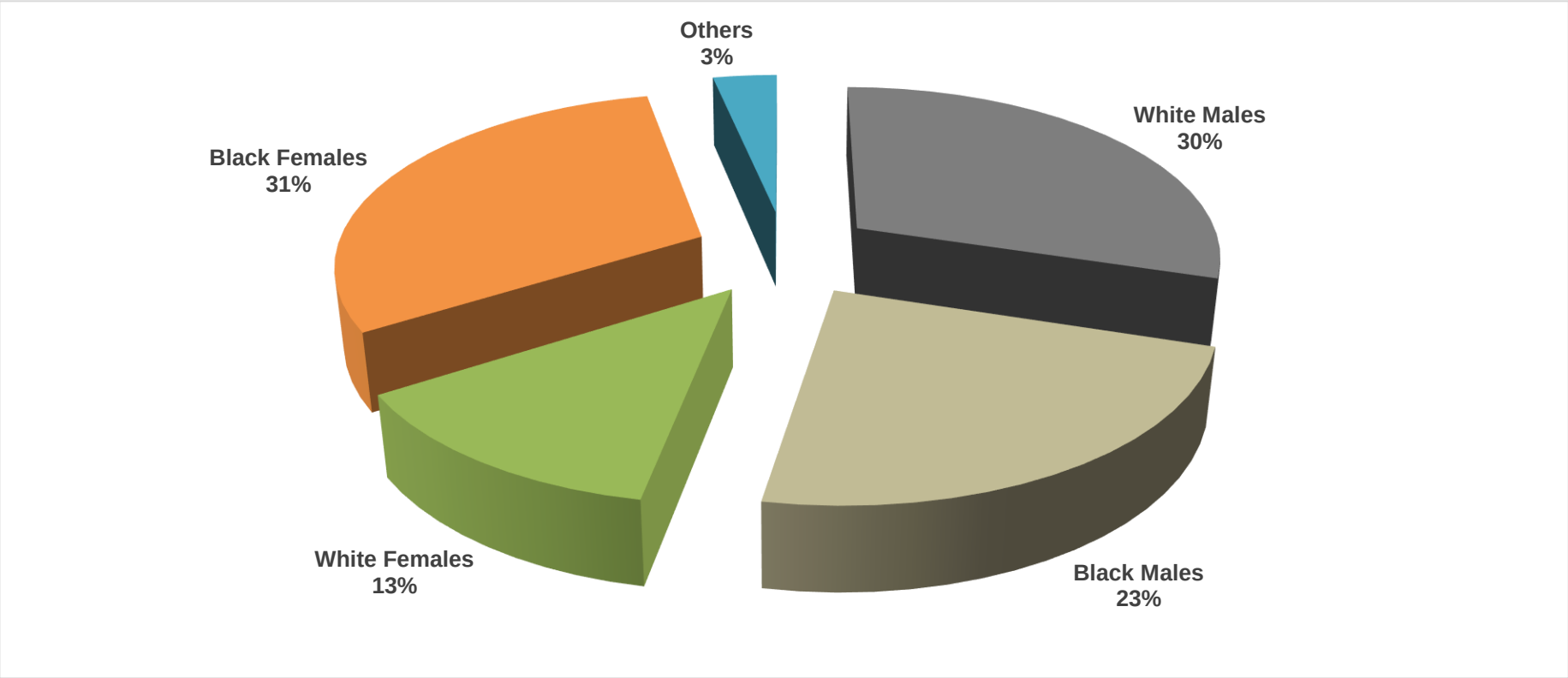
Composition of E7: Skilled Craft
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2,477	1,022	97	107	95	3,798
Average Salary	$39,817	$37,199	$36,490	$32,626	$35,459	$36,318

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

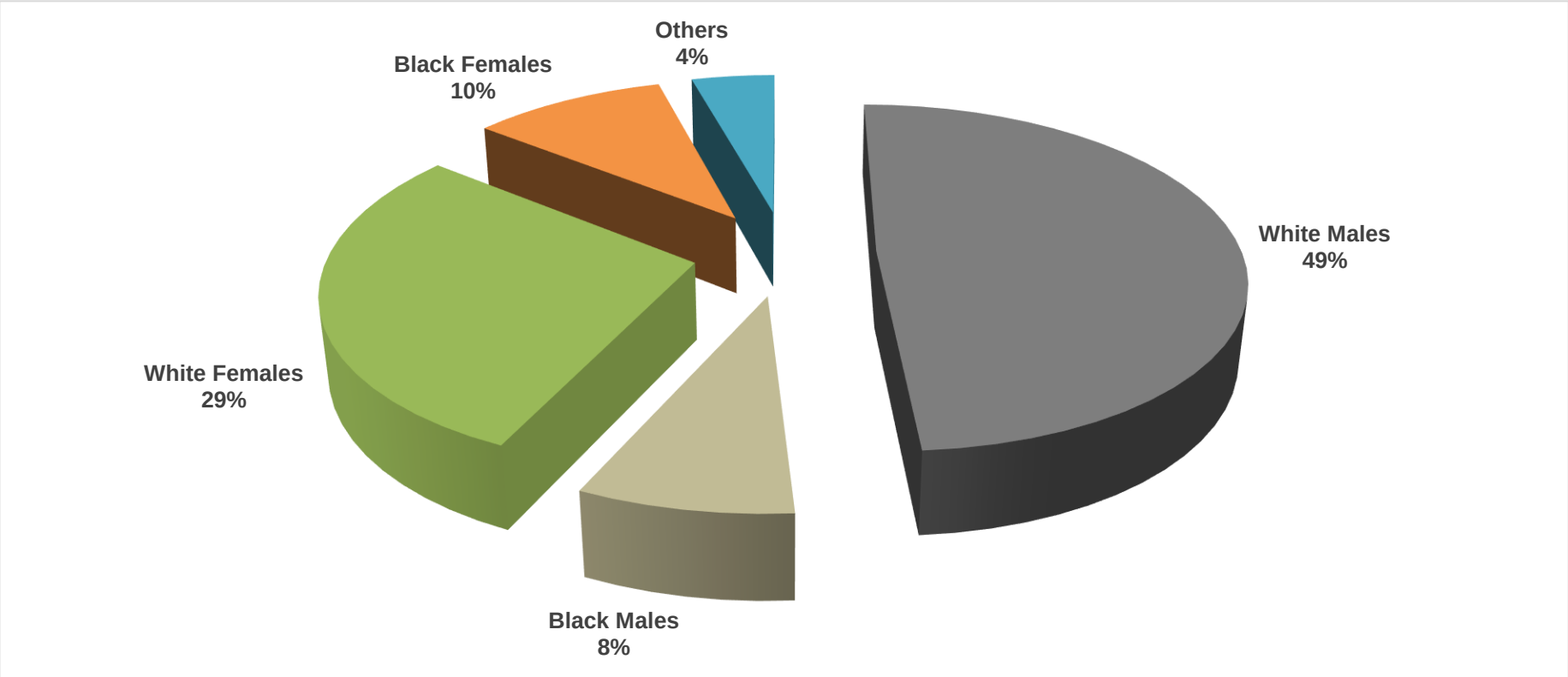
Composition of E8: Service Maintenance
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	537	417	236	553	60	1,803
Average Salary	$31,947	$27,404	$28,315	$24,939	$28,565	$28,234

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

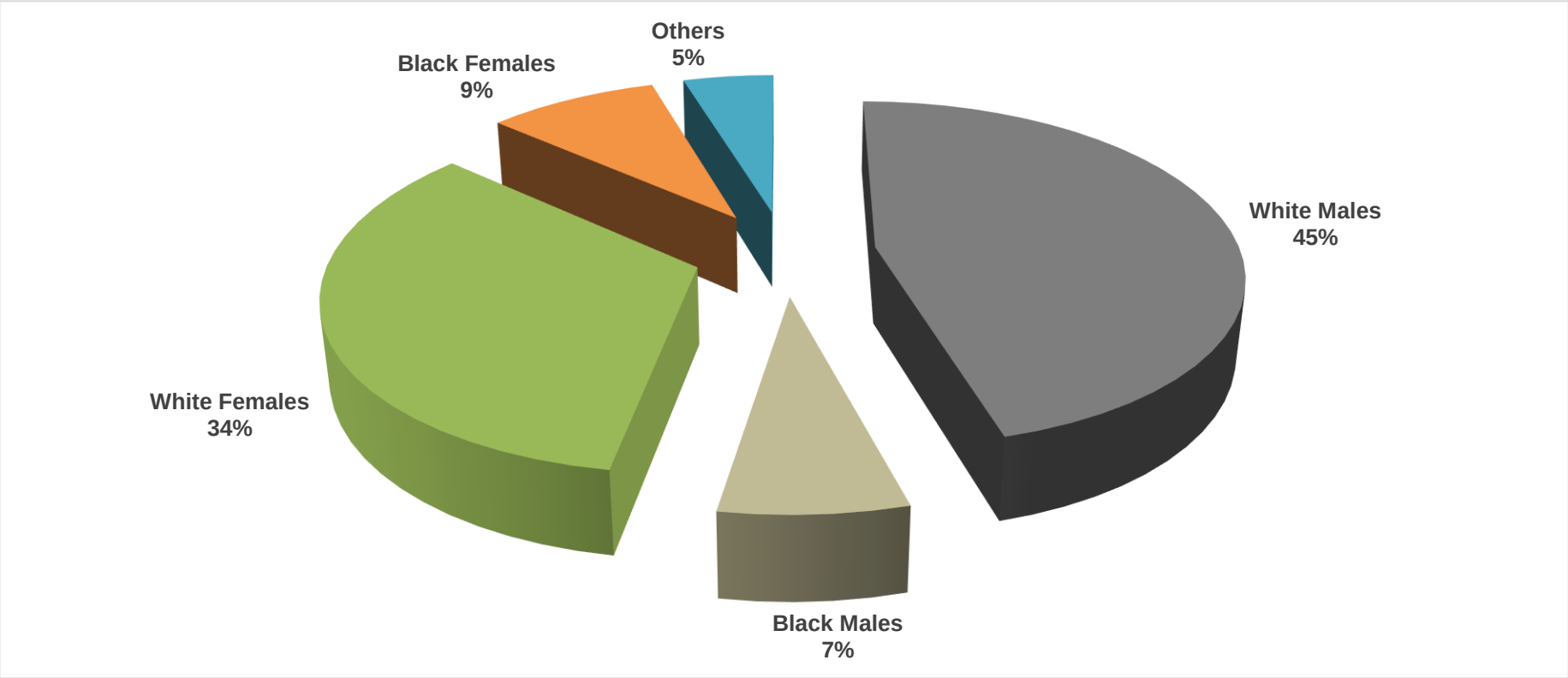
Composition of C1: Executive (Non-Academic)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	68	11	40	14	6	139
Average Salary	$191,417	$164,090	$172,419	$134,682	$191,295	$170,781

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

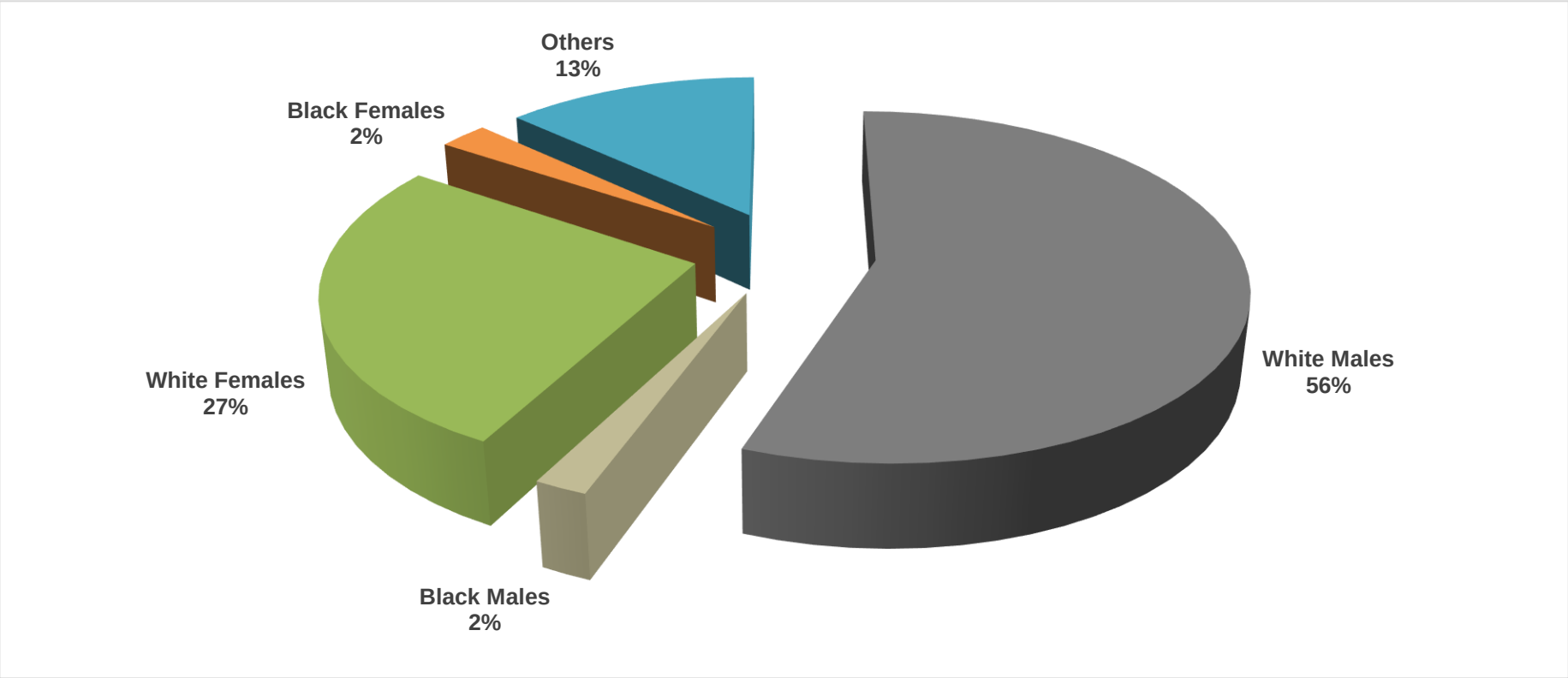
Composition of C2: Executive (Academic)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	165	25	122	32	17	361
Average Salary	$133,873	$116,898	$126,054	$96,678	$159,290	$126,559

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

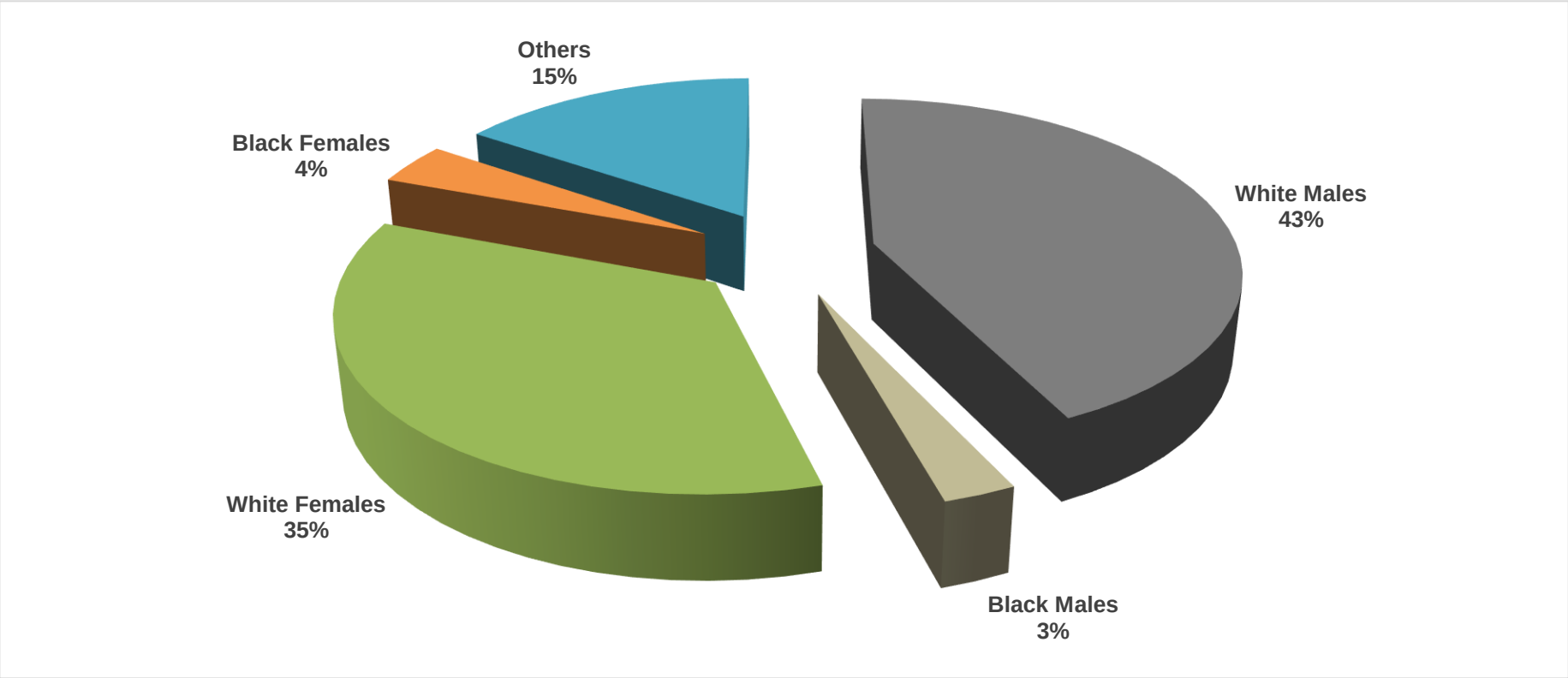
Composition of C3: Professors
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,008	36	484	46	238	1,812
Average Salary	$120,012	$109,080	$110,931	$109,383	$113,108	$112,503

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

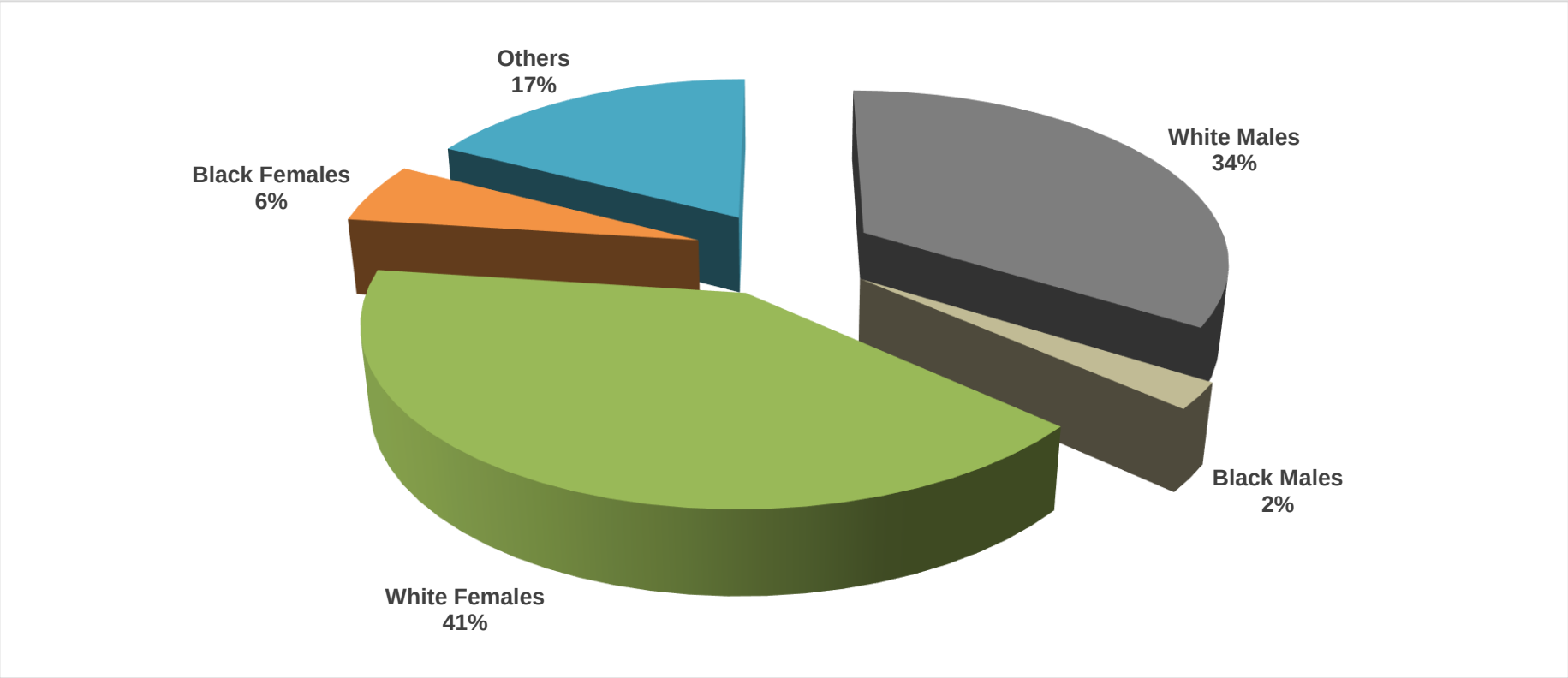
Composition of C4: Associate Professors
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	807	51	657	73	291	1,879
Average Salary	$86,465	$93,576	$83,809	$79,388	$86,733	$85,994

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

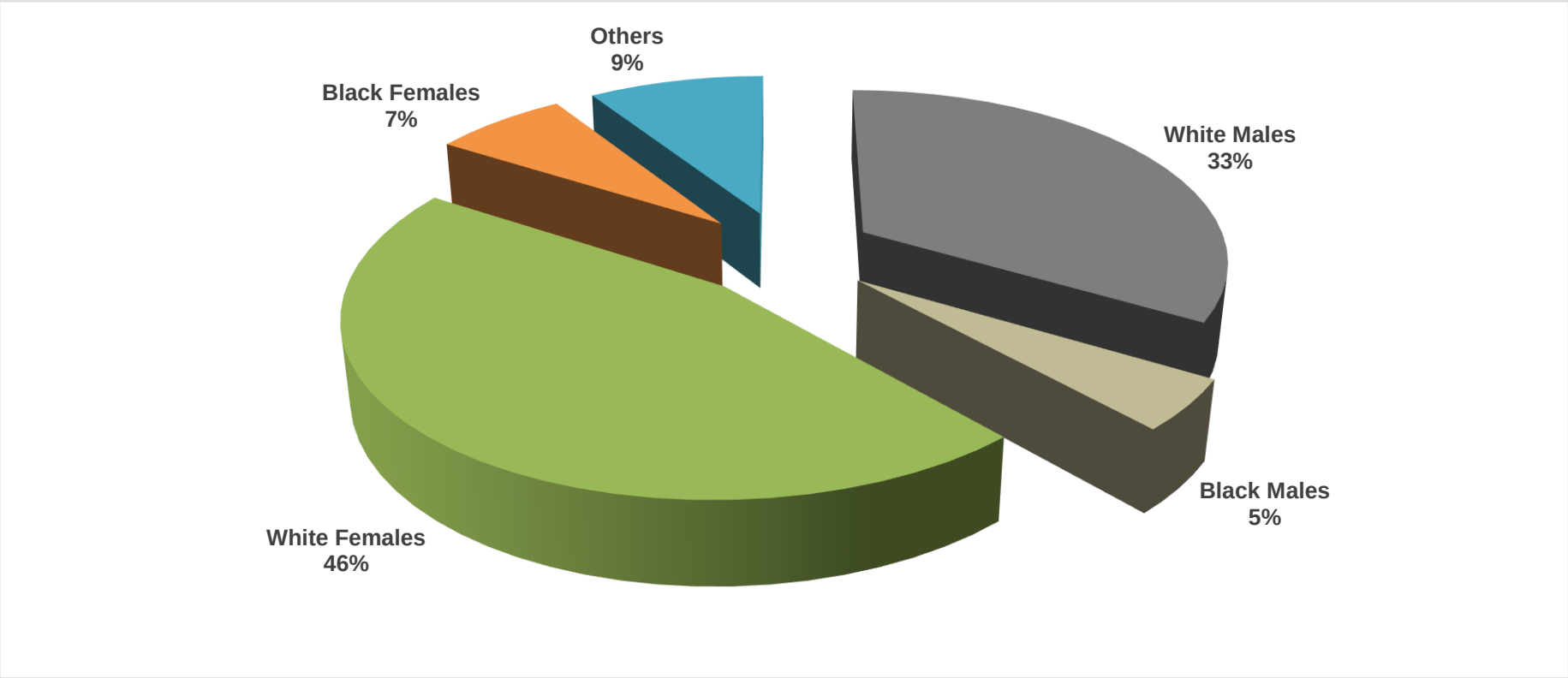
Composition of C5: Assistant Professors
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	678	49	811	112	346	1,996
Average Salary	$80,298	$79,354	$73,188	$71,961	$69,875	$74,935

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

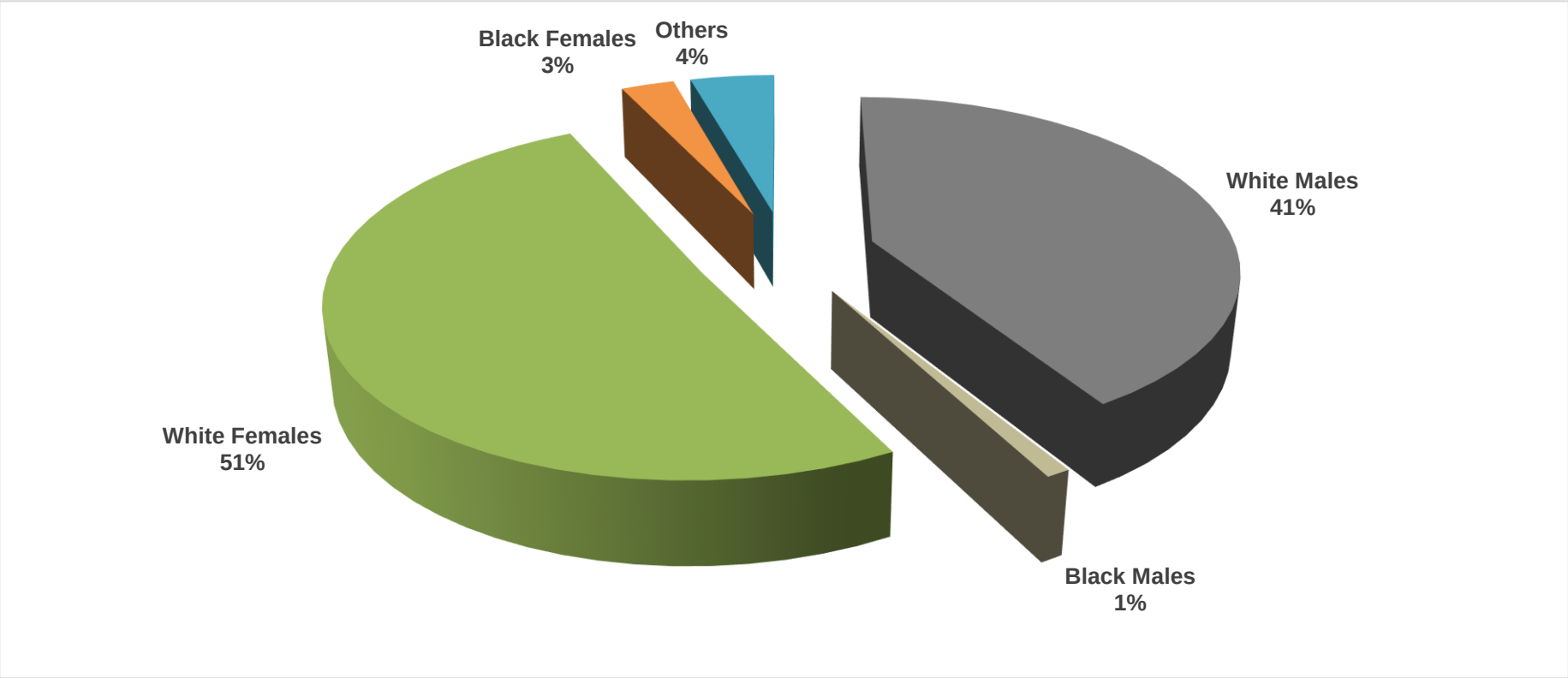
Composition of C6: Instructors
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	441	62	601	91	120	1,315
Average Salary	$58,718	$51,345	$54,731	$51,612	$63,198	$55,921

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

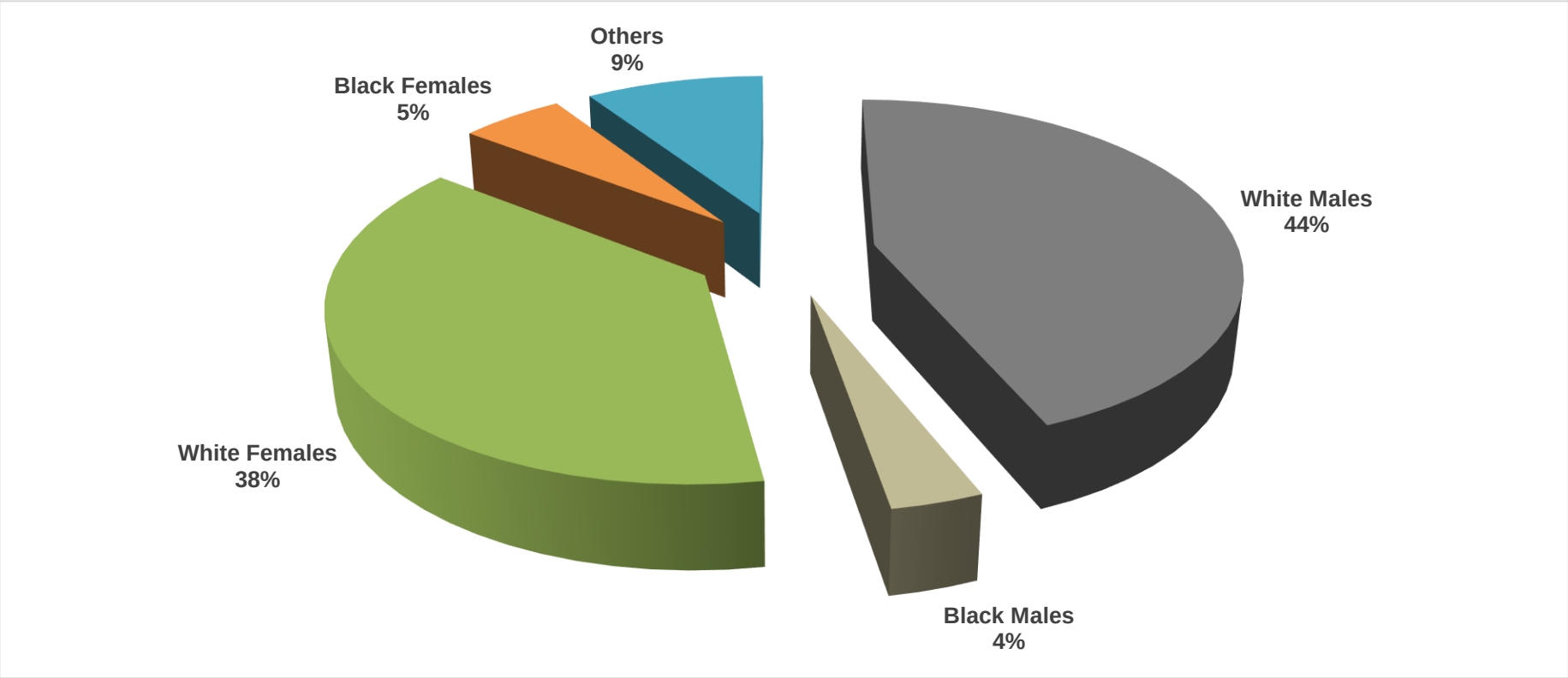
Composition of C7: Lecturers
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	179	4	220	12	19	434
Average Salary	$63,377	$58,198	$54,932	$59,307	$56,949	$58,553

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

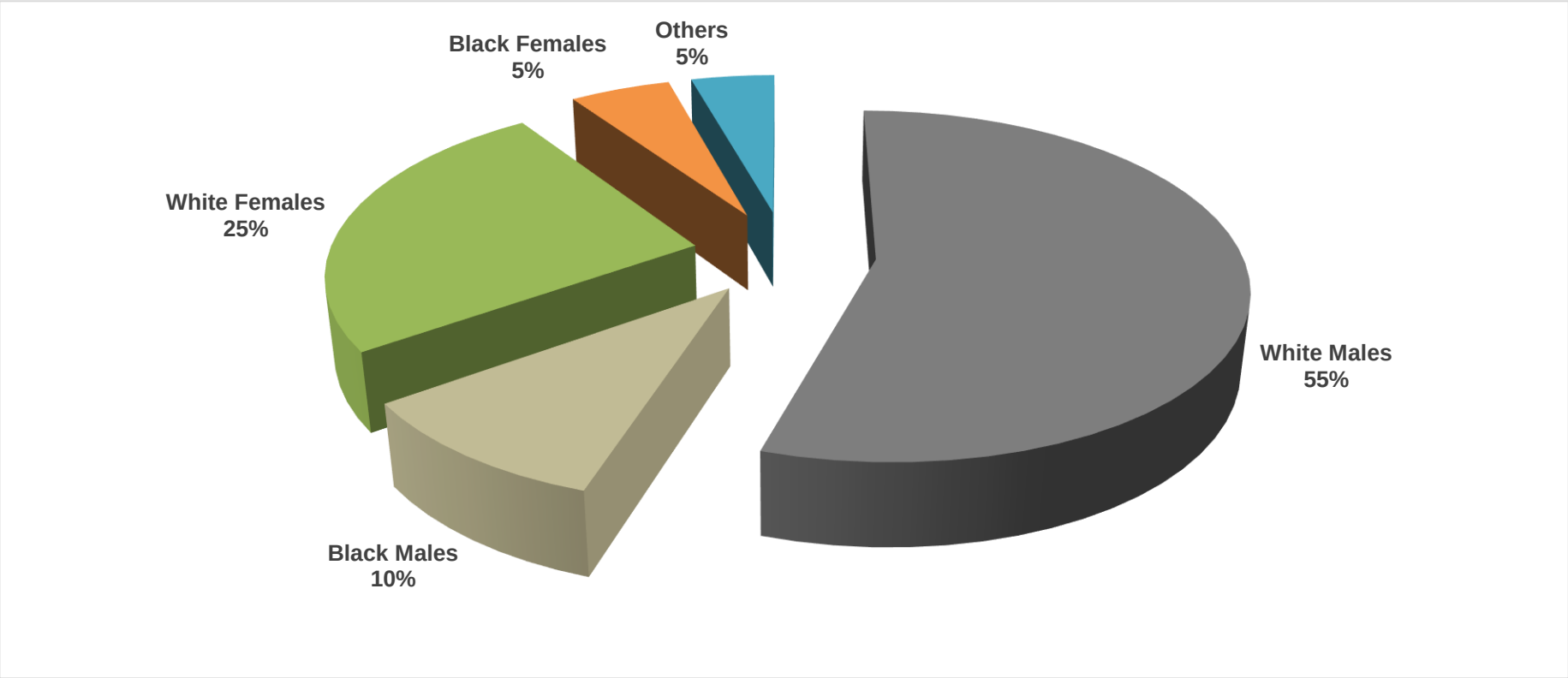
Composition of C8: Other (Academic)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	90	7	78	11	19	205
Average Salary	$89,595	$78,930	$76,260	$66,645	$82,538	$78,794

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

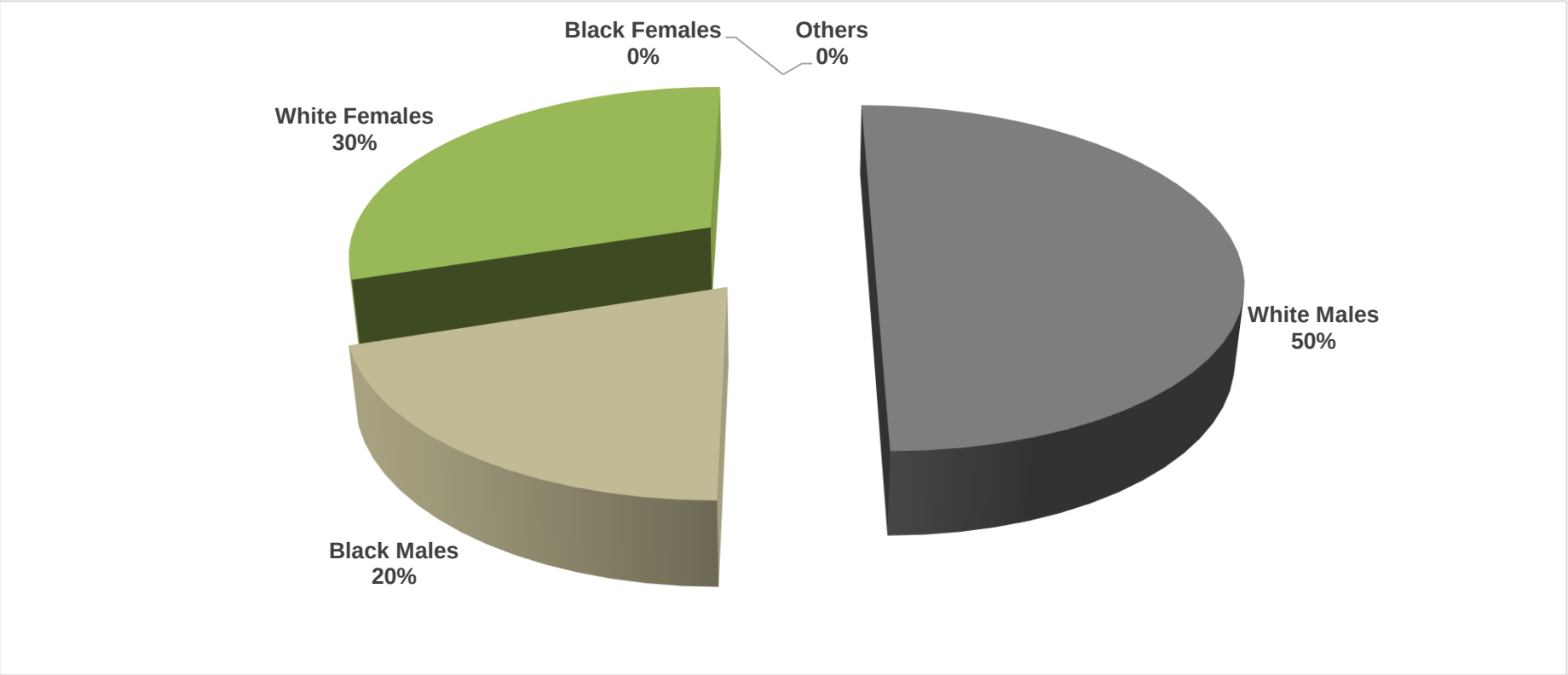
Composition of C9: Other (Non-Academic)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	430	80	198	41	34	783
Average Salary	$88,166	$119,679	$60,612	$84,863	$76,439	$85,952

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

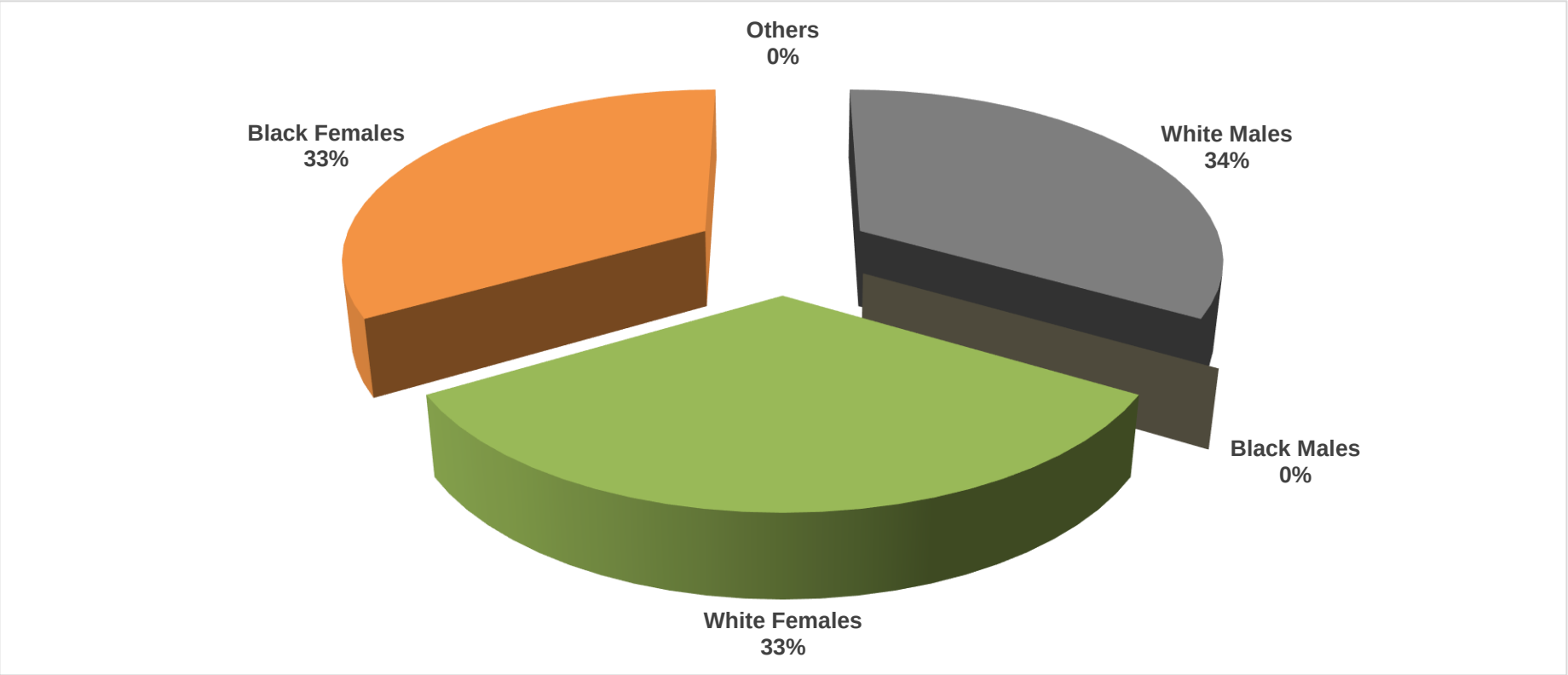
Composition of T1: Executives (Non-Academic)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Represented Total	All Total
# of Employees	10	4	6	0	0	20	20
Average Salary	$164,054	$147,430	$163,812	$0	$0	$158,432	$95,059

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

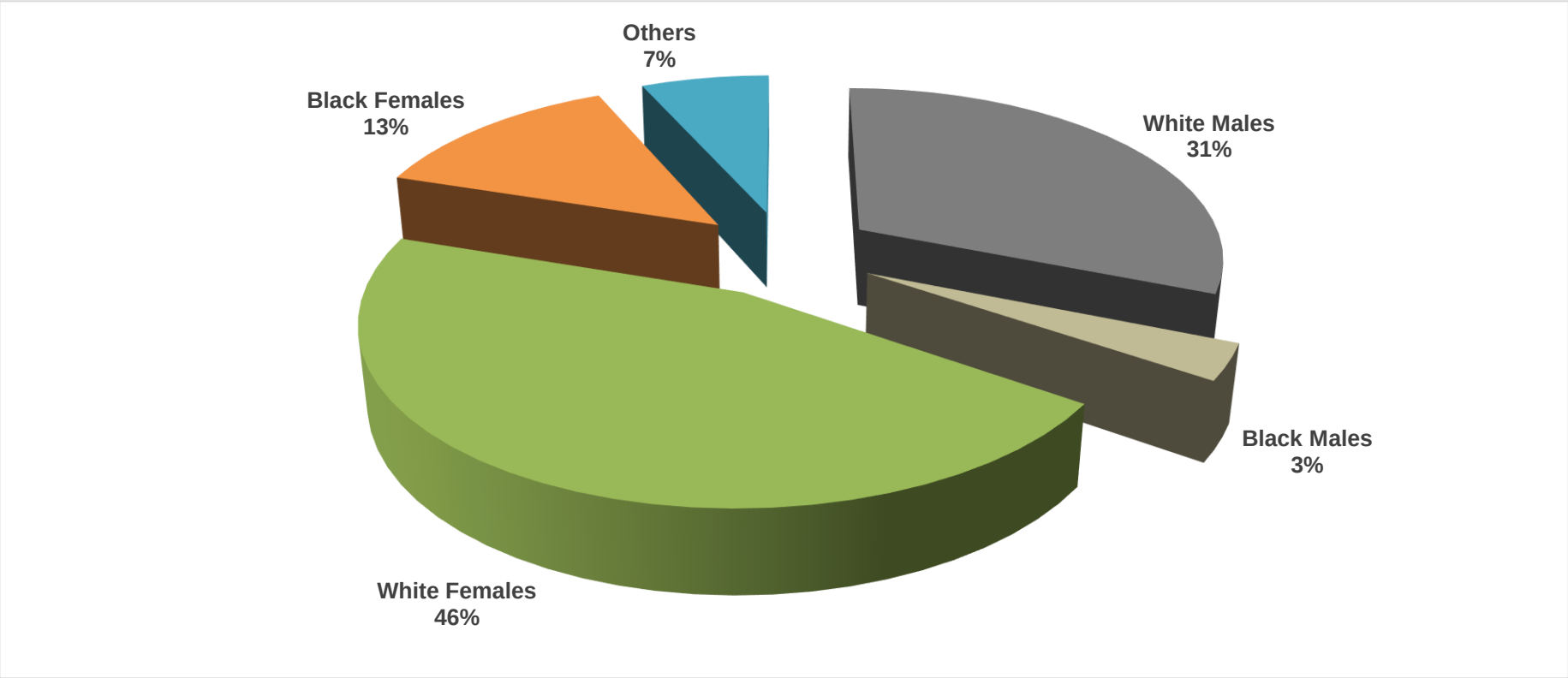
Composition of T2: Executives (Academic)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Represented Total	All Total
# of Employees	2	0	2	2	0	6	6
Average Salary	$93,154	$0	$87,464	$99,072	$0	$93,230	$55,938

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

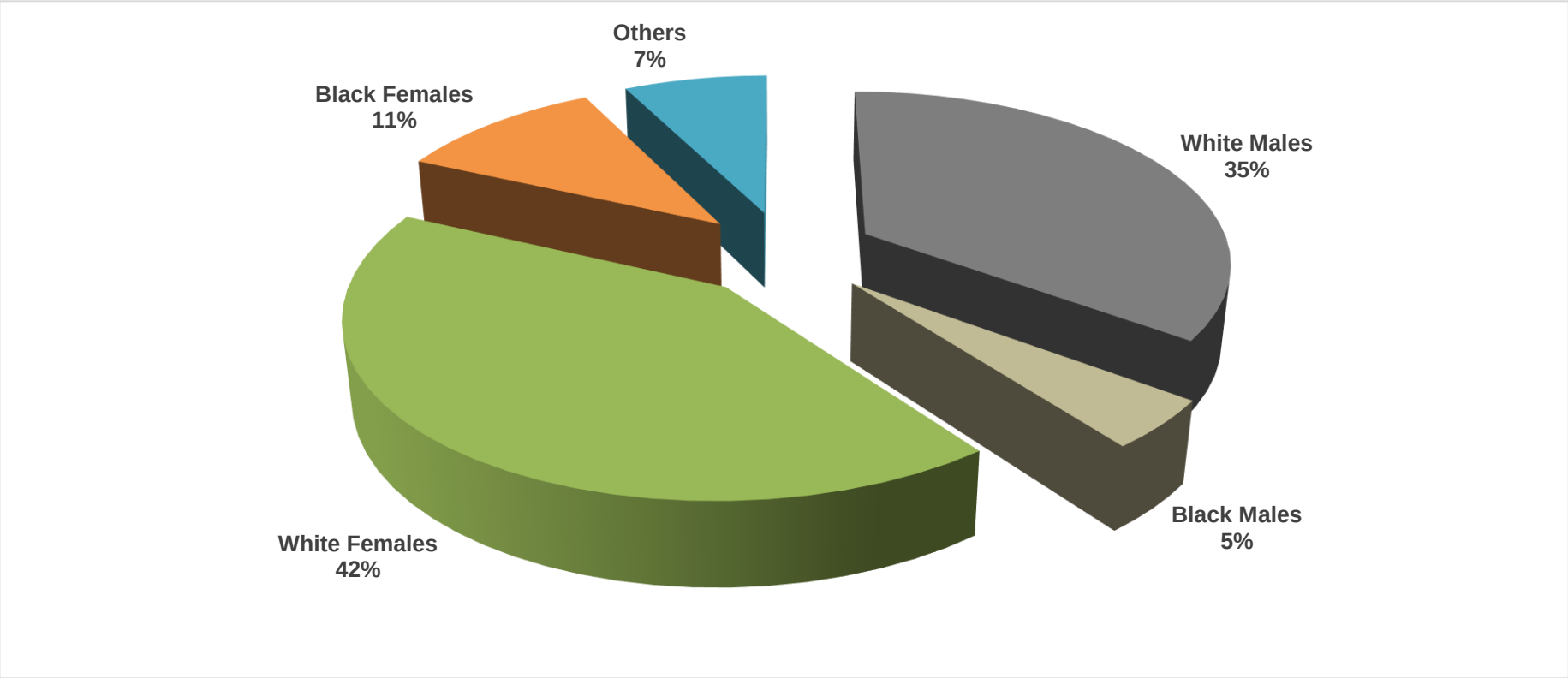
Composition of T3: Faculty (Administrative)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	28	3	41	12	6	90
Average Salary	$60,922	$54,749	$55,557	$57,023	$61,406	$57,931

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

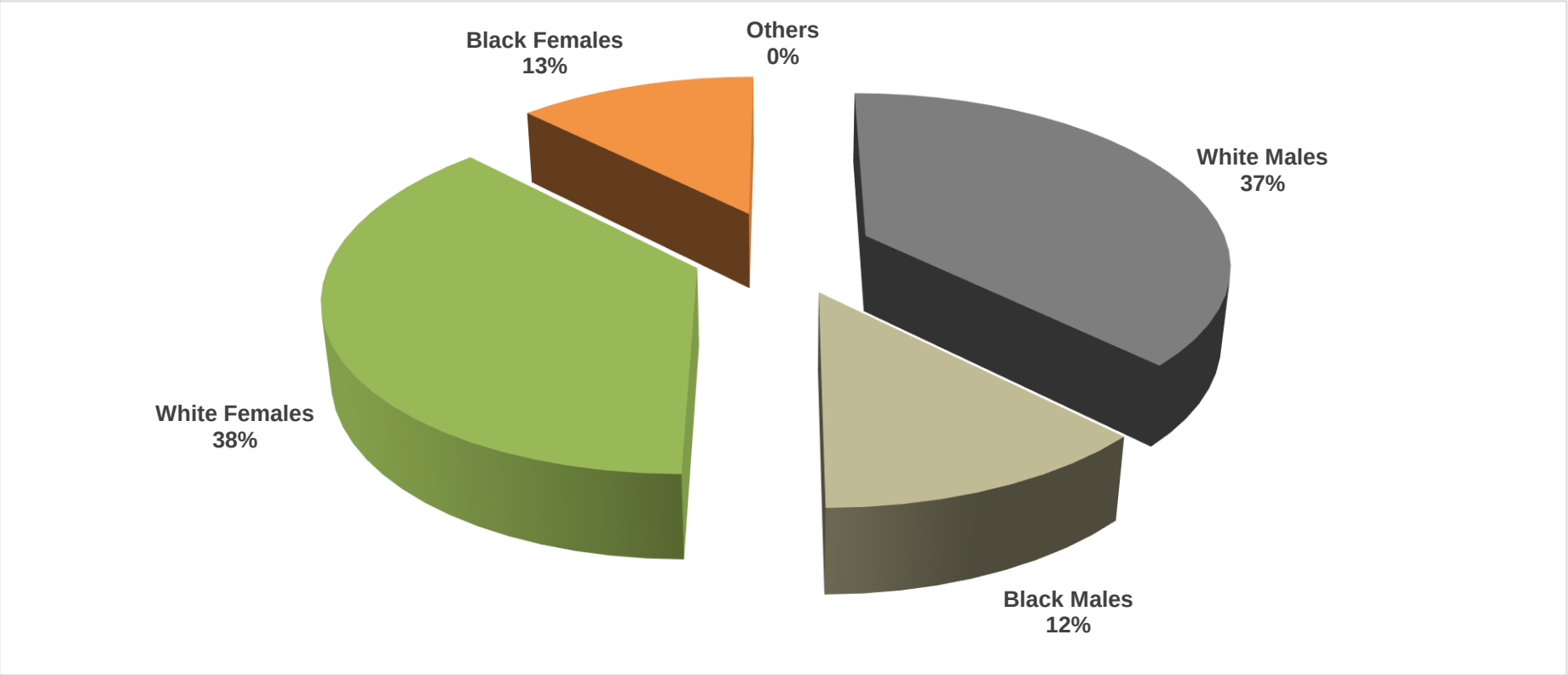
Composition of T4: Faculty (Teaching)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	249	32	299	76	53	709
Average Salary	$50,103	$49,585	$51,568	$51,449	$49,976	$50,536

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

Composition of T5: Faculty (Non-Teaching)
September 30, 2020



	White Males	Black Males	White Females	Black Females	Others	Represented Total	All Total
# of Employees	3	1	3	1	0	8	8
Average Salary	$85,482	$89,275	$79,238	$51,559	$0	$76,389	$61,111

Pie chart percentage totals may not equal 100% due to rounding.
Source of data: SC State Government, Human Resources System
Figures are of 09/30/20

Status of Affirmative Action Programs

SECTION IV

Status of Affirmative Action Programs

State Agency Ranking by Level of Goal Attainment

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

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

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

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

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

Level of Goal Attainment Calculation Method:

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

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

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

This is the percentage of goals achieved.

STATE GOVERNMENT'S TOP TEN & BELOW 70%

(Highest to Lowest)

CHART A

TOP TEN

RANKING	AGENCY	PERCENT
1	Museum Commission	100.0%
1	Santee Cooper	100.0%
1	Secretary of State's Office, South Carolina	100.0%
1	Technical and Comprehensive Education, St. Board for	100.0%
2	Treasurer's Office, State	99.7%
3	Comptroller General, Office of the	98.8%
4	Piedmont Technical College	98.0%
5	Trident Technical College	97.5%
6	Greenville Technical College	97.1%
7	Financial Institutions, SC Board of	96.8%
8	Technical College of the LowCountry	96.6%
9	Archives and History, Department of	96.3%
10	Commerce, Department of	95.9%

ACHIEVING LESS THAN 70%

RANKING	AGENCY	PERCENT
77	Francis Marion University	68.3%
78	Natural Resources, Department of	67.5%
79	Library, South Carolina State	54.8%

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART B

RANKING	AGENCY	PERCENT
1	Museum Commission	100.0%
1	Santee Cooper	100.0%
1	Secretary of State's Office, South Carolina	100.0%
1	Technical and Comprehensive Education, St. Board for	100.0%
2	Treasurer's Office, State	99.7%
3	Comptroller General, Office of the	98.8%
4	Piedmont Technical College	98.0%
5	Trident Technical College	97.5%
6	Greenville Technical College	97.1%
7	Financial Institutions, SC Board of	96.8%
8	Technical College of the LowCountry	96.6%
9	Archives and History, Department of	96.3%
10	Commerce, Department of	95.9%
11	Orangeburg-Calhoun Technical College	95.8%
12	Fiscal Accountability Authority, State	95.2%
13	Revenue and Fiscal Affairs Office	94.7%
14	Indigent Defense, Commission on	94.3%
15	Midlands Technical College	94.2%
15	Public Service Commission	94.2%
16	Alcohol and Other Drug Abuse Services	94.1%
17	Administration, Department of	93.6%
18	Transportation, Department of	93.0%
19	Vocational Rehabilitation, Department of	92.8%
20	Florence-Darlington Technical College	92.6%
21	Children's Advocacy, Department of	92.5%
22	Employment and Workforce, Department of	92.3%
23	Auditor, Office of the State	92.2%
23	Educational Television Commission	92.2%
24	Spartanburg Community College	92.0%
25	York Technical College	91.9%
26	Education Lottery, South Carolina	91.7%
27	Horry-Georgetown Technical College	91.6%
28	Central Carolina Technical College	91.1%
29	Social Services, Department of	90.6%
30	Mental Health, Department of	90.5%
30	Probation, Parole and Pardon Services, Department of	90.5%
31	Education, Department of	89.9%
32	Health and Human Services, Department of	89.6%
32	Labor, Licensing and Regulation, Department of	89.6%
32	Motor Vehicles, Department of	89.6%
33	Governor's School for Agriculture at John de la Howe	89.2%
34	Deaf and Blind, School for the	89.1%
35	Disabilities & Special Needs, Department of	88.6%
36	Revenue, Department of	88.2%
37	Williamsburg Technical College	88.1%
38	Election Commission, State	88.0%
39	Corrections, Department of	87.8%
40	Public Employee Benefit Authority	87.7%
41	Winthrop University	87.4%
42	Wil Lou Gray Opportunity School	87.3%
42	Workers' Compensation Commission	87.3%
43	Consumer Affairs, Department of	86.7%
44	Law Enforcement Division, State	86.1%
45	Attorney General, South Carolina Office of the	85.9%
46	Health and Environmental Control, Department of	85.8%
47	Aiken Technical College	85.5%
48	Northeastern Technical College	85.0%
49	College of Charleston	84.8%
50	Veterans' Affairs, Department of	84.3%
51	Juvenile Justice, Department of	84.0%
52	Adjutant General's Office	83.8%
53	University of South Carolina	83.5%

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART B

RANKING	AGENCY	PERCENT
54	Coastal Carolina University	83.0%
55	Retirement System Investment Commission	82.9%
56	Governor's School for the Arts & Humanities	82.8%
57	Accident Fund, State	82.4%
58	Clemson University	82.0%
58	Medical University of South Carolina	82.0%
59	Blind, Commission for the	81.7%
60	Public Safety, Department of	81.5%
60	Regulatory Staff, Office of	81.5%
61	Ports Authority, South Carolina	81.2%
62	Insurance, Department of	80.9%
62	Medical University Hospital Authority	80.9%
63	Parks, Recreation & Tourism, Department of	80.0%
63	Tri-County Technical College	80.0%
64	Lander University	79.4%
65	Agriculture, Department of	77.5%
65	Governor's School for Science & Mathematics	77.5%
66	Denmark Technical College	77.3%
67	Aging, Department on	76.4%
68	Criminal Justice Academy	74.8%
69	Citadel, The	74.7%
70	Higher Education, Commission on	73.2%
71	Patriot's Point Authority	72.7%
72	Forestry Commission	71.9%
73	South Carolina State University	71.6%
74	Francis Marion University	68.3%
75	Natural Resources, Department of	67.5%
76	Library, South Carolina State	54.8%

RANKING	AGENCY	PERCENT
	* Housing, Finance and Development	EXEMPT
	* Arts Commission	EXEMPT

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

CHART C

RANKING	AGENCY	PERCENT
57	Accident Fund, State	82.4%
52	Adjutant General's Office	83.8%
17	Administration, Department of	93.6%
67	Aging, Department on	76.4%
65	Agriculture, Department of	77.5%
47	Aiken Technical College	85.5%
16	Alcohol and Other Drug Abuse Services	94.1%
9	Archives and History, Department of	96.3%
45	Attorney General, South Carolina Office of the	85.9%
23	Auditor, Office of the State	92.2%
59	Blind, Commission for the	81.7%
28	Central Carolina Technical College	91.1%
21	Children's Advocacy, Department of	92.5%
69	Citadel, The	74.7%
58	Clemson University	82.0%
54	Coastal Carolina University	83.0%
49	College of Charleston	84.8%
10	Commerce, Department of	95.9%
3	Comptroller General, Office of the	98.8%
43	Consumer Affairs, Department of	86.7%
39	Corrections, Department of	87.8%
68	Criminal Justice Academy	74.8%
34	Deaf and Blind, School for the	89.1%
66	Denmark Technical College	77.3%
35	Disabilities & Special Needs, Department of	88.6%
31	Education, Department of	89.9%
26	Education Lottery, South Carolina	91.7%
23	Educational Television Commission	92.2%
38	Election Commission, State	88.0%
22	Employment and Workforce, Department of	92.3%
7	Financial Institutions, SC Board of	96.8%

RANKING	AGENCY	PERCENT
12	Fiscal Accountability Authority, State	95.2%
20	Florence-Darlington Technical College	92.6%
72	Forestry Commission	71.9%
74	Francis Marion University	68.3%
33	Governor's School for Agriculture at John de la Howe	89.2%
65	Governor's School for Science & Mathematics	77.5%
56	Governor's School for the Arts & Humanities	82.8%
6	Greenville Technical College	97.1%
46	Health and Environmental Control, Department of	85.8%
32	Health and Human Services, Department of	89.6%
70	Higher Education, Commission on	73.2%
27	Horry-Georgetown Technical College	91.6%
14	Indigent Defense, Commission on	94.3%
62	Insurance, Department of	80.9%
51	Juvenile Justice, Department of	84.0%
32	Labor, Licensing and Regulation, Department of	89.6%
64	Lander University	79.4%
44	Law Enforcement Division, State	86.1%
76	Library, South Carolina State	54.8%
62	Medical University Hospital Authority	80.9%
58	Medical University of South Carolina	82.0%
30	Mental Health, Department of	90.5%
15	Midlands Technical College	94.2%
32	Motor Vehicles, Department of	89.6%
1	Museum Commission	100.0%
75	Natural Resources, Department of	67.5%
48	Northeastern Technical College	85.0%
11	Orangeburg-Calhoun Technical College	95.8%
63	Parks, Recreation & Tourism, Department of	80.0%
71	Patriot's Point Authority	72.7%
4	Piedmont Technical College	98.0%

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Alphabetical Order)

CHART C

RANKING	AGENCY	PERCENT
61	Ports Authority, South Carolina	81.2%
30	Probation, Parole and Pardon Services, Department of	90.5%
40	Public Employee Benefit Authority	87.7%
60	Public Safety, Department of	81.5%
15	Public Service Commission	94.2%
60	Regulatory Staff, Office of	81.5%
55	Retirement System Investment Commission	82.9%
36	Revenue, Department of	88.2%
13	Revenue and Fiscal Affairs Office	94.7%
1	Santee Cooper	100.0%
1	Secretary of State's Office, South Carolina	100.0%
29	Social Services, Department of	90.6%
73	South Carolina State University	71.6%
24	Spartanburg Community College	92.0%
1	Technical and Comprehensive Education, St. Board for	100.0%
8	Technical College of the LowCountry	96.6%
18	Transportation, Department of	93.0%
2	Treasurer's Office, State	99.7%
63	Tri-County Technical College	80.0%
5	Trident Technical College	97.5%
53	University of South Carolina	83.5%
50	Veterans' Affairs, Department of	84.3%
19	Vocational Rehabilitation, Department of	92.8%
37	Williamsburg Technical College	88.1%
42	Wil Lou Gray Opportunity School	87.3%
41	Winthrop University	87.4%
42	Workers' Compensation Commission	87.3%
25	York Technical College	91.9%

RANKING	AGENCY	PERCENT
	* Housing, Finance and Development	EXEMPT
	* Arts Commission	EXEMPT

PERCENTAGE LEVEL OF GOAL ATTAINMENT

(Highest to Lowest)

CHART D

AMONG FOUR-YEAR COLLEGES AND UNIVERSITIES

RANKING	AGENCY	PERCENT
1	Winthrop University	87.4%
2	College of Charleston	84.8%
3	University of South Carolina	83.5%
4	Coastal Carolina University	83.0%
5	Clemson University	82.0%
5	Medical University of South Carolina	82.0%
6	Lander University	79.4%
7	Citadel, The	74.7%
8	South Carolina State University	71.6%
9	Francis Marion University	68.3%

AMONG TECHNICAL COLLEGES

RANKING	AGENCY	PERCENT
1	Technical and Comprehensive Education, St. Board for	100.0%
2	Piedmont Technical College	98.0%
3	Trident Technical College	97.5%
4	Greenville Technical College	97.1%
5	Technical College of the LowCountry	96.6%
6	Orangeburg-Calhoun Technical College	95.8%
7	Midlands Technical College	94.2%
8	Florence-Darlington Technical College	92.6%
9	Spartanburg Community College	92.0%
10	York Technical College	91.9%
11	Horry-Georgetown Technical College	91.6%
12	Central Carolina Technical College	91.1%
13	Williamsburg Technical College	88.1%
14	Aiken Technical College	85.5%
15	Northeastern Technical College	85.0%
16	Tri-County Technical College	80.0%
17	Denmark Technical College	77.3%

Explanation of Agency Charts

SECTION V

Explanation of Agency Charts

Pages 50 through 159 provide an evaluation of each agency's progress towards meeting goals over a one-year period **(October 1, 2019 through September 30, 2020).** We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

Column One: Equal Employment Opportunity (EEO) Category Codes

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

E1) Executives:

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

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

E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors*

C4) Associate Professors*

C5) Assistant Professors*

C6) Instructors*

C7) Lecturers*

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

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

Column Two: Workforce Totals

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of **September 30, 2020**. For purposes of the report, the following race/sex categories are used:

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

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

Column Three: Adjusted Availability

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

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

Column Four: Underutilization

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

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

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

Column Five: New Hires and Promotions 10/01/2019 – 9/30/2020

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between **October 1, 2019 and September 30, 2020**. The information was obtained and calculated in the same manner as the information in Column Two. Again, percentages may not add up to exactly 100% due to rounding. Transactions counted in Column Five include positions filled by means of new hires, internal promotions, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

Column Six: Goals Met

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

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

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

State Agencies' Workforce

SECTION VI

State Accident Fund

Agency Director: Amy Cofield
EEO Officer: Patricia Kiley

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3			5			8	5.9	31.7	14.1	*			1						1	*		
	%	37.5			62.5			100.0				5.9	NO	14.1	100.0						100.0	0.0%	YES	0.0%
E2	#	13	4		28	6	2	53	5.5	34.7	17.3				7	2		13		1	23			
	%	24.5	7.5		52.8	11.3	3.8	100.0				NO	NO	6.0	30.4	8.7		56.5		4.3	100.0	YES	YES	65.3%
E3	#	1			1	1		3	10.1	10.9	12.2	*										*		
	%	33.3			33.3	33.3		100.0				10.1	NO	NO							100.0	0.0%	YES	YES
E5 and E6	#				5	8		13	4.7	50.5	21.4	*							1		1	*		
	%				38.5	61.5		100.0				4.7	12.0	NO					100.0		100.0	0.0%	76.2%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	86.3	percent
Level of Goal Attainment for	2019	83.6	percent
Level of Goal Attainment for	2020	82.4	percent

Adjutant General's Office

Agency Director: MG. R. Van McCarty

EEO Officer: Robert L. Faulk

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10	1		4			15	4.4	25.9	6.1			*	2			2			4			*
	%	66.7	6.7		26.7			100.0				NO	NO	6.1	50.0			50.0			100.0	YES	YES	0.0%
E2	#	33	5		25	6		69	4.3	38.8	12.6				5			2	1		8			
	%	47.8	7.2		36.2	8.7		100.0				NO	2.6	3.9	62.5			25.0	12.5		100.0	YES	93.3%	69.0%
E3	#	5			2	2		9	3.2	34.0	26.3	*		*								*		*
	%	55.6			22.2	22.2		100.0				3.2	11.8	4.1							100.0	0.0%	65.3%	84.4%
E4	#	2						2	15.0	1.3	0.4	*	*	*								*	*	*
	%	100.0						100.0				15.0	1.3	0.4							100.0	0.0%	0.0%	0.0%
E5 and E6	#	1			4	1		6	1.0	64.0	16.9	*		*				1			1	*		*
	%	16.7			66.7	16.7		100.0				1.0	NO	0.2				100.0			100.0	0.0%	YES	98.8%
E7	#	3						3	16.4	1.2	0.6	*	*	*								*	*	*
	%	100.0						100.0				16.4	1.2	0.6							100.0	0.0%	0.0%	0.0%
E8	#	7	1		1	1		10	11.3	21.3	16.7	*		*								*		*
	%	70.0	10.0		10.0	10.0		100.0				1.3	11.3	6.7							100.0	88.5%	46.9%	59.9%
	#																							
	%							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 2018 80.2 percent
Level of Goal Attainment for 2019 87.8 percent
Level of Goal Attainment for 2020 83.8 percent

Department of Administration

Agency Director: Marcia Adams

EEO Officer: Jessica Hood

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	18	3	1	14	4		40	5.1	26.1	5.2				5			6	3		14			
	%	45.0	7.5	2.5	35.0	10.0		100.0				NO	NO	NO	35.7			42.9	21.4		100.0	YES	YES	YES
E2	#	115	28	7	96	40	6	292	5.0	29.8	7.0					1	1	3	2		7			
	%	39.4	9.6	2.4	32.9	13.7	2.1	100.0				NO	NO	NO		14.3	14.3	42.9	28.6		100.0	YES	YES	YES
E3	#	16	9	3	7	6		41	8.1	18.0	5.2		*		1	2		1	3		7		*	
	%	39.0	22.0	7.3	17.1	14.6		100.0				NO	0.9	NO	14.3	28.6		14.3	42.9		100.0	YES	95.0%	YES
E5 and E6	#	2	2		7	10	2	23	4.3	51.8	12.1							1	1		2			
	%	8.7	8.7		30.4	43.5	8.7	100.0				NO	21.4	NO				50.0	50.0		100.0	YES	58.7%	YES
E7	#	36	11		1			48	10.9	1.7	0.5			*	6	1		1			8			*
	%	75.0	22.9		2.1			100.0				NO	NO	0.5	75.0	12.5		12.5			100.0	YES	YES	0.0%
E8	#	14	9	1	2	7		33	16.0	16.4	8.2				3			1			4			
	%	42.4	27.3	3.0	6.1	21.2		100.0				NO	10.3	NO	75.0			25.0			100.0	YES	37.2%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 89.7 percent
Level of Goal Attainment for 2019 84.3 percent
Level of Goal Attainment for 2020 93.6 percent

Department on Aging

Agency Director: Connie Munn

EEO Officer: Cheryl Washington

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	4			6	6		16	5.1	32.9	12.9	*			1			2			3	*		
	%	25.0			37.5	37.5		100.0				5.1	NO	NO	33.3			66.7			100.0	0.0%	YES	YES
E2	#	4			11	12	1	28	3.9	47.9	20.9							3	3		6			
	%	14.3			39.3	42.9	3.6	100.0				3.9	8.6	NO				50.0	50.0		100.0	0.0%	82.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

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

Level of Goal Attainment for	2018	65.4	percent
Level of Goal Attainment for	2019	71.7	percent
Level of Goal Attainment for	2020	76.4	percent

Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen Pierce

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6			4	1		11	5.2	25.5	7.2	*			1			1			2	*		
	%	54.5			36.4	9.1		100.0				5.2	NO	NO	50.0			50.0			100.0	0.0%	YES	YES
E2	#	18	4		39	3	4	68	6.2	35.1	13.3	*			2			10	1	1	14	*		
	%	26.5	5.9		57.4	4.4	5.9	100.0				0.3	NO	8.9	14.3			71.4	7.1	7.1	100.0	95.2%	YES	33.1%
E3 and E5	#	23	4	1	12	4		44	6.2	17.3	19.7				2			6	1	1	10			
	%	52.3	9.1	2.3	27.3	9.1		100.0				NO	NO	10.6	20.0			60.0	10.0	10.0	100.0	YES	YES	46.2%
E7 and E8	#	6	2					8	20.3	13.8	4.1			*		1					1			*
	%	75.0	25.0					100.0				NO	13.8	4.1		100.0					100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 77.7 percent
Level of Goal Attainment for 2019 77.8 percent
Level of Goal Attainment for 2020 77.5 percent

Department of Alcohol & Other Drug Abuse Services

Agency Director: Sara Goldsby
EEO Officer: Angela Outing

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2		1	2	2		7	6.9	24.1	7.5	*										*		
	%	28.6		14.3	28.6	28.6		100.0				6.9	NO	NO							100.0	0.0%	YES	YES
E2	#	4	4	1	7	9	1	26	6.6	41.6	17.4					1		1	1	1	4			
	%	15.4	15.4	3.8	26.9	34.6	3.8	100.0				NO	14.7	NO		25.0		25.0	25.0	25.0	100.0	YES	64.7%	YES
E3	#	1	1					2	5.1	26.5	6.0		*	*									*	*
	%	50.0	50.0					100.0				NO	26.5	6.0							100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
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	#																							
	%							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 2018 93.1 percent
Level of Goal Attainment for 2019 91.3 percent
Level of Goal Attainment for 2020 94.1 percent

Department of Archives and History

Agency Director: W. Eric Emerson

EEO Officer: Brenda House

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			1	1		4	4.1	33.8	11.4	*	*									*	*	
	%	50.0			25.0	25.0		100.0				4.1	8.8	NO							100.0	0.0%	74.0%	YES
E2	#	10	3		10	2	1	26	2.4	35.2	4.8				2						2			
	%	38.5	11.5		38.5	7.7	3.8	100.0				NO	NO	NO	100.0						100.0	YES	YES	YES
E3 and E5	#	1			1	1		3	28.8	29.2	19.7	*										*		
	%	33.3			33.3	33.3		100.0				28.8	NO	NO							100.0	0.0%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 91.4 percent
Level of Goal Attainment for 2019 91.9 percent
Level of Goal Attainment for 2020 96.3 percent

South Carolina Office of the Attorney General

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	13			9	3		25	5.1	25.1	6.0				3						3			
	%	52.0			36.0	12.0		100.0				5.1	NO	NO	100.0						100.0	0.0%	YES	YES
E2	#	61	8	4	74	30	6	183	5.6	29.3	8.1				9	2	1	15	3	1	31			
	%	33.3	4.4	2.2	40.4	16.4	3.3	100.0				1.2	NO	NO	29.0	6.5	3.2	48.4	9.7	3.2	100.0	78.6%	YES	YES
E3, E5 and E8	#	2	2		18	7	2	31	3.0	61.4	15.2				1	1		1			3			
	%	6.5	6.5		58.1	22.6	6.5	100.0				NO	3.3	NO	33.3	33.3		33.3			100.0	YES	94.6%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 90.4 percent
Level of Goal Attainment for 2019 88.1 percent
Level of Goal Attainment for 2020 85.9 percent

Office of the State Auditor

Agency Director: George L. Kennedy, III

EEO Officer: Angie Morgan

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	13			7	3	1	24	2.4	42.7	7.2	*						1	2		3	*		
	%	54.2			29.2	12.5	4.2	100.0				2.4	13.5	NO				33.3	66.7		100.0	0.0%	68.4%	YES
E2	#	7	3	1	10	6	1	28	2.6	42.1	7.2				4	2	1	5	2		14			
	%	25.0	10.7	3.6	35.7	21.4	3.6	100.0				NO	6.4	NO	28.6	14.3	7.1	35.7	14.3		100.0	YES	84.8%	YES
E5	#				2		1	3	0.5	65.1	20.7	*		*						1	1	*		*
	%				66.7		33.3	100.0				0.5	NO	20.7						100.0	100.0	0.0%	YES	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	81.5	percent
Level of Goal Attainment for	2019	88.4	percent
Level of Goal Attainment for	2020	92.2	percent

Commission for the Blind

Agency Director: Darline Graham

EEO Officer: Luis Gamarra Mendoza

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2	1		4	2		9	7.7	24.6	9.0				1	1		1			3			
	%	22.2	11.1		44.4	22.2		100.0				NO	NO	NO	33.3	33.3		33.3			100.0	YES	YES	YES
E2	#	4	5	2	13	42	3	69	11.4	35.9	27.1				2	1		4	6	3	16			
	%	5.8	7.2	2.9	18.8	60.9	4.3	100.0				4.2	17.1	NO	12.5	6.3		25.0	37.5	18.8	100.0	63.2%	52.4%	YES
E3, E5 and E6	#	4	1		1	7		13	16.7	20.7	18.2				1	1			1		3			
	%	30.8	7.7		7.7	53.8		100.0				9.0	13.0	NO	33.3	33.3			33.3		100.0	46.1%	37.2%	YES
E7 and E8	#	3	3			1		7	31.8	1.2	9.1		*			1					1		*	
	%	42.9	42.9			14.3		100.0				NO	1.2	NO		100.0					100.0	YES	0.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 87.4 percent
Level of Goal Attainment for 2019 76.0 percent
Level of Goal Attainment for 2020 81.7 percent

Department of Children's Advocacy

Agency Director: Amanda Whittle

EEO Officer: Christa Wiebelt

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#		1		9	10		20	4.4	31.0	8.5					1		2	2		5			
	%		5.0		45.0	50.0		100.0				NO	NO	NO		20.0		40.0	40.0		100.0	YES	YES	YES
E2A	#	3	1		9	8	2	23	5.2	28.2	6.7	*			1	1		1	2	1	6	*		
	%	13.0	4.3		39.1	34.8	8.7	100.0				0.9	NO	NO	16.7	16.7		16.7	33.3	16.7	100.0	82.7%	YES	YES
E2B	#	1	2		8	16		27	3.7	37.5	7.0					1		3	3		7			
	%	3.7	7.4		29.6	59.3		100.0				NO	7.9	NO		14.3		42.9	42.9		100.0	YES	78.9%	YES
E2C	#		2		10	5		17	10.6	32.6	24.0					1		1	1		3			
	%		11.8		58.8	29.4		100.0				NO	NO	NO		33.3		33.3	33.3		100.0	YES	YES	YES
E2D	#	3	3		32	33	1	72	9.3	37.3	28.6					1		12	11		24			
	%	4.2	4.2		44.4	45.8	1.4	100.0				5.1	NO	NO		4.2		50.0	45.8		100.0	45.2%	YES	YES
E3	#					1		1	5.9	22.8	5.8	*	*									*	*	
	%					100.0		100.0				5.9	22.8	NO							100.0	0.0%	0.0%	YES
E5	#		1		1	2		4	3.2	46.6	10.3		*										*	
	%		25.0		25.0	50.0		100.0				NO	21.6	NO							100.0	YES	53.6%	YES
E6	#				4	5		9	4.7	54.3	18.2	*	*						1		1	*	*	
	%				44.4	55.6		100.0				4.7	9.9	NO					100.0		100.0	0.0%	81.8%	YES
	#																							
	%							100.0													100.0			

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

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

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

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

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

Level of Goal Attainment for 2018

Level of Goal Attainment for 2019

Level of Goal Attainment for 2020 92.5 percent **First Year of Reporting**

The Citadel (Page 1 of 2)

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

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C2 & E1	#	30	2		28	2	1	63	3.4	35.6	7.0	*			4			4			8	*		
	%	47.6	3.2		44.4	3.2	1.6	100.0				0.2	NO	3.8	50.0			50.0			100.0	94.1%	YES	45.7%
C3	#	45		4	10	2	2	63	0.1	31.8	1.8	*			5			1		1	7	*		
	%	71.4		6.3	15.9	3.2	3.2	100.0				0.1	15.9	NO	71.4			14.3		14.3	100.0	0.0%	50.0%	YES
C4	#	25		5	24	2	7	63	3.5	26.5	2.0						1	1			2			
	%	39.7		7.9	38.1	3.2	11.1	100.0				3.5	NO	NO			50.0	50.0			100.0	0.0%	YES	YES
C5 and C6	#	57	6	10	27	2	4	106	2.4	22.5	17.6				10	3	3	9	1		26			
	%	53.8	5.7	9.4	25.5	1.9	3.8	100.0				NO	NO	15.7	38.5	11.5	11.5	34.6	3.8		100.0	YES	YES	10.8%
C8 and C9	#	36	5	1	9			51	6.4	25.8	2.3				5	3		1			9			
	%	70.6	9.8	2.0	17.6			100.0				NO	8.2	2.3	55.6	33.3		11.1			100.0	YES	68.2%	0.0%
E2	#	35	1	4	66	17	3	126	6.0	44.5	11.2				4			8		1	13			
	%	27.8	0.8	3.2	52.4	13.5	2.4	100.0				5.2	NO	NO	30.8			61.5		7.7	100.0	13.3%	YES	YES
E3 and E5	#	19	5	1	24	8	1	58	6.4	41.6	15.2		*	*	2	1		2	1		6		*	*
	%	32.8	8.6	1.7	41.4	13.8	1.7	100.0				NO	0.2	1.4	33.3	16.7		33.3	16.7		100.0	YES	99.5%	90.8%
E4	#	10	3	1	1	1		16	12.1	9.0	6.8		*	*	2						2		*	*
	%	62.5	18.8	6.3	6.3	6.3		100.0				NO	2.7	0.5	100.0						100.0	YES	70.0%	92.6%
E6	#		1		11	6		18	4.6	62.7	16.6		*					1			1		*	
	%		5.6		61.1	33.3		100.0				NO	1.6	NO				100.0			100.0	YES	97.4%	YES

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

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

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

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

Level of Goal Attainment for 2018 75.0 percent
Level of Goal Attainment for 2019 78.1 percent
Level of Goal Attainment for 2020 74.7 percent

The Citadel (Page 2 of 2)

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

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7	#	42	8	3	1			54	20.7	6.5	4.6				1	1					2			
	%	77.8	14.8	5.6	1.9			100.0				5.9	4.6	4.6	50.0	50.0					100.0	71.5%	29.2%	0.0%
E8	#	6	9		3	11	1	30	11.5	17.8	19.3				1			1	2		4			
	%	20.0	30.0		10.0	36.7	3.3	100.0				NO	7.8	NO	25.0			25.0	50.0		100.0	YES	56.2%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	75.0 percent
Level of Goal Attainment for	2019	78.1 percent
Level of Goal Attainment for	2020	74.7 percent

Clemson University (Page 1 of 3)

President: James Clements
EEO Officer: Jerry Knighton

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	24	2		8	2		36	2.8	32.6	4.4				2			2			4			
	%	66.7	5.6		22.2	5.6		100.0				NO	10.4	NO	50.0			50.0			100.0	YES	68.1%	YES
C2	#	37	6	2	38	3	4	90	2.3	29.0	3.2				4			2			6			
	%	41.1	6.7	2.2	42.2	3.3	4.4	100.0				NO	NO	NO	66.7			33.3			100.0	YES	YES	YES
C3	#	227	6	56	80	3	10	382	3.5	33.0	3.7				16		3	7	1	1	28			
	%	59.4	1.6	14.7	20.9	0.8	2.6	100.0				1.9	12.1	2.9	57.1		10.7	25.0	3.6	3.6	100.0	45.7%	63.3%	21.6%
C4	#	158	6	44	94	4	23	329	2.9	28.9	2.9		*		15	1	8	9	1	4	38		*	
	%	48.0	1.8	13.4	28.6	1.2	7.0	100.0				1.1	0.3	1.7	39.5	2.6	21.1	23.7	2.6	10.5	100.0	62.1%	99.0%	41.4%
C5	#	104	8	59	94	11	26	302	2.0	33.8	2.7				18		12	15	1	3	49			
	%	34.4	2.6	19.5	31.1	3.6	8.6	100.0				NO	2.7	NO	36.7		24.5	30.6	2.0	6.1	100.0	YES	92.0%	YES
C7	#	87	1	2	84	7	10	191	2.6	32.5	3.6				4			7	1	1	13			
	%	45.5	0.5	1.0	44.0	3.7	5.2	100.0				2.1	NO	NO	30.8			53.8	7.7	7.7	100.0	19.2%	YES	YES
C8	#	38	1	4	22		5	70	1.9	31.3	2.5	*			3			3			6	*		
	%	54.3	1.4	5.7	31.4		7.1	100.0				0.5	NO	2.5	50.0			50.0			100.0	73.7%	YES	0.0%
C9	#	140	14	7	95	15	5	276	2.9	27.3	3.2				9	1		13		1	24			
	%	50.7	5.1	2.5	34.4	5.4	1.8	100.0				NO	NO	NO	37.5	4.2		54.2		4.2	100.0	YES	YES	YES
E1	#	135	16	4	193	28	9	385	3.4	38.1	6.4				9	1		10		1	21			
	%	35.1	4.2	1.0	50.1	7.3	2.3	100.0				NO	NO	NO	42.9	4.8		47.6		4.8	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2018 78.7 percent
Level of Goal Attainment for 2019 80.8 percent
Level of Goal Attainment for 2020 82.0 percent

Clemson University (Page 2 of 3)

President: James Clements
EEO Officer: Jerry Knighton

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E21	#	54	4	3	317	38	10	426	2.5	53.3	9.3				5	1		21	4	2	33			
	%	12.7	0.9	0.7	74.4	8.9	2.3	100.0				1.6	NO	0.4	15.2	3.0		63.6	12.1	6.1	100.0	36.0%	YES	95.7%
E22	#	123	10	12	108	15	9	277	2.6	38.5	5.3				7	1	2	9	1		20			
	%	44.4	3.6	4.3	39.0	5.4	3.2	100.0				NO	NO	NO	35.0	5.0	10.0	45.0	5.0		100.0	YES	YES	YES
E23	#	28	10	2	124	22	7	193	2.6	53.0	9.8				6	3		14	5	3	31			
	%	14.5	5.2	1.0	64.2	11.4	3.6	100.0				NO	NO	NO	19.4	9.7		45.2	16.1	9.7	100.0	YES	YES	YES
E24	#	42	1		18			61	12.5	11.2	4.1				5			1			6			
	%	68.9	1.6		29.5			100.0				10.9	NO	4.1	83.3			16.7			100.0	12.8%	YES	0.0%
E25	#	98	5	4	87	12	7	213	4.1	32.9	4.4				8			7	2	3	20			
	%	46.0	2.3	1.9	40.8	5.6	3.3	100.0				1.8	NO	NO	40.0			35.0	10.0	15.0	100.0	56.1%	YES	YES
E31	#	20	3	2	22	2	1	50	5.6	42.2	9.1				1	2					3			
	%	40.0	6.0	4.0	44.0	4.0	2.0	100.0				NO	NO	5.1	33.3	66.7					100.0	YES	YES	44.0%
E32	#	108	8	1	52	9	1	179	3.9	20.7	6.3				10			8			18			
	%	60.3	4.5	0.6	29.1	5.0	0.6	100.0				NO	NO	1.3	55.6			44.4			100.0	YES	YES	79.4%
E4	#	58	3	1	10	2	2	76	10.4	5.7	2.1				15	1		2		2	20			
	%	76.3	3.9	1.3	13.2	2.6	2.6	100.0				6.5	NO	NO	75.0	5.0		10.0		10.0	100.0	37.5%	YES	YES
E51	#	5	2		98	14	5	124	1.4	65.7	11.2				1			9	1	1	12			
	%	4.0	1.6		79.0	11.3	4.0	100.0				NO	NO	NO	8.3			75.0	8.3	8.3	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2018 78.7 percent
Level of Goal Attainment for 2019 80.8 percent
Level of Goal Attainment for 2020 82.0 percent

Clemson University (Page 3 of 3)

President: James Clements
EEO Officer: Jerry Knighton

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E52	#	6	1	1	22	8	2	40	1.5	52.6	10.4						1	2			3			
	%	15.0	2.5	2.5	55.0	20.0	5.0	100.0				NO	NO	NO			33.3	66.7			100.0	YES	YES	YES
E6	#	3			20	4	2	29	0.8	70.5	11.5	*	*		1			3		1	5	*	*	
	%	10.3			69.0	13.8	6.9	100.0				0.8	1.5	NO	20.0			60.0		20.0	100.0	0.0%	97.9%	YES
E7	#	160	12	6	7	1		186	9.7	12.5	5.2				15			2			17			
	%	86.0	6.5	3.2	3.8	0.5		100.0				3.2	8.7	4.7	88.2			11.8			100.0	67.0%	30.4%	9.6%
E8	#	36	14	5	40	28	3	126	14.4	21.0	8.1				5	3	3	7	2		20			
	%	28.6	11.1	4.0	31.7	22.2	2.4	100.0				3.3	NO	NO	25.0	15.0	15.0	35.0	10.0		100.0	77.1%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	78.7	percent
Level of Goal Attainment for	2019	80.8	percent
Level of Goal Attainment for	2020	82.0	percent

Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Kimberly Sherfesee

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	7	2		4	1		14	3.0	34.6	5.5		*		1			1			2		*	
	%	50.0	14.3		28.6	7.1		100.0				NO	6.0	NO	50.0			50.0			100.0	YES	82.7%	YES
C2	#	2			2			4	3.7	41.9	8.5	*		*								*		*
	%	50.0			50.0			100.0				3.7	NO	8.5							100.0	0.0%	YES	0.0%
C3	#	71	4	7	27	3	1	113	2.4	33.6	3.2			*	3	2	1	1	1		8			*
	%	62.8	3.5	6.2	23.9	2.7	0.9	100.0				NO	9.7	0.5	37.5	25.0	12.5	12.5	12.5		100.0	YES	71.1%	84.4%
C4	#	62	2	6	46	4	4	124	2.4	33.8	3.2	*			8		2	11	1		22	*		
	%	50.0	1.6	4.8	37.1	3.2	3.2	100.0				0.8	NO	0.0	36.4		9.1	50.0	4.5		100.0	66.7%	YES	YES
C5	#	35	2	14	47	6	4	108	2.5	33.0	3.2	*			11	1	2	6	1	2	23	*		
	%	32.4	1.9	13.0	43.5	5.6	3.7	100.0				0.6	NO	NO	47.8	4.3	8.7	26.1	4.3	8.7	100.0	76.0%	YES	YES
C6	#	3		1	2			6	3.0	32.3	4.6	*		*								*		*
	%	50.0		16.7	33.3			100.0				3.0	NO	4.6							100.0	0.0%	YES	0.0%
C7 and C8	#	65	1	1	81	2	2	152	3.2	32.3	4.9				4		1	8			13			
	%	42.8	0.7	0.7	53.3	1.3	1.3	100.0				2.5	NO	3.6	30.8		7.7	61.5			100.0	21.9%	YES	26.5%
C9	#	30	8	2	10	3	1	54	6.0	27.4	2.4				7	3	1		1	1	13			
	%	55.6	14.8	3.7	18.5	5.6	1.9	100.0				NO	8.9	NO	53.8	23.1	7.7		7.7	7.7	100.0	YES	67.5%	YES
E2	#	100	19	2	187	17	5	330	3.9	39.6	10.1				14	8		27	6	4	59			
	%	30.3	5.8	0.6	56.7	5.2	1.5	100.0				NO	NO	4.9	23.7	13.6		45.8	10.2	6.8	100.0	YES	YES	51.5%

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

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

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

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

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

Level of Goal Attainment for	2018	82.5 percent
Level of Goal Attainment for	2019	84.7 percent
Level of Goal Attainment for	2020	83.0 percent

Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Kimberly Sherfesee

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	#	29	1	1	21	6	2	60	3.2	39.1	9.9	*			2			5	2		9	*		
	%	48.3	1.7	1.7	35.0	10.0	3.3	100.0				1.5	4.1	NO	22.2			55.6	22.2		100.0	53.1%	89.5%	YES
E4	#	40	6	2	6	1		55	8.1	7.1	2.9			*	2			2			4			*
	%	72.7	10.9	3.6	10.9	1.8		100.0				NO	NO	1.1	50.0			50.0			100.0	YES	YES	62.1%
E5	#				22	4	2	28	1.6	71.7	9.4	*						3	1		4	*		
	%				78.6	14.3	7.1	100.0				1.6	NO	NO				75.0	25.0		100.0	0.0%	YES	YES
E6	#	4			35	4		43	2.1	67.8	10.1	*			1			6	1		8	*		
	%	9.3			81.4	9.3		100.0				2.1	NO	0.7	12.5			75.0	12.5		100.0	0.0%	YES	93.0%
E7	#	53	1	2				56	10.0	2.9	0.2			*	4						4			*
	%	94.6	1.8	3.6				100.0				8.2	2.9	0.2	100.0						100.0	18.0%	0.0%	0.0%
E8	#	51	14	2	18	19	2	106	14.9	11.5	7.6				8	1		3	4		16			
	%	48.1	13.2	1.9	17.0	17.9	1.9	100.0				1.7	NO	NO	50.0	6.3		18.8	25.0		100.0	88.6%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 82.5 percent
Level of Goal Attainment for 2019 84.7 percent
Level of Goal Attainment for 2020 83.0 percent

College of Charleston (Page 1 of 2)

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

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	39	4	3	56	7	8	117	4.2	36.4	7.9	*			4		1	4	2	1	12	*		
	%	33.3	3.4	2.6	47.9	6.0	6.8	100.0				0.8	NO	1.9	33.3		8.3	33.3	16.7	8.3	100.0	81.0%	YES	75.9%
C2	#	3	2	1	5		1	12	2.0	25.0	1.8			*				1		1	2			*
	%	25.0	16.7	8.3	41.7		8.3	100.0				NO	NO	1.8				50.0		50.0	100.0	YES	YES	0.0%
C3	#	84	2	9	53	2	3	153	2.1	33.6	2.2				5			4			9			
	%	54.9	1.3	5.9	34.6	1.3	2.0	100.0				0.8	NO	0.9	55.6			44.4			100.0	61.9%	YES	59.1%
C4	#	88	5	14	68	5	10	190	2.2	38.1	2.9			*	7	1	1	7		2	18			*
	%	46.3	2.6	7.4	35.8	2.6	5.3	100.0				NO	2.3	0.3	38.9	5.6	5.6	38.9		11.1	100.0	YES	94.0%	89.7%
C5	#	38	1	10	54	4	8	115	2.2	35.8	3.3				6		2	10		3	21			
	%	33.0	0.9	8.7	47.0	3.5	7.0	100.0				1.3	NO	NO	28.6		9.5	47.6		14.3	100.0	40.9%	YES	YES
C6	#	11		3	30	3	3	50	2.7	36.4	4.3				2		1	2	1		6			
	%	22.0		6.0	60.0	6.0	6.0	100.0				2.7	NO	NO	33.3		16.7	33.3	16.7		100.0	0.0%	YES	YES
C7	#	2			6	1		9	1.3	53.2	4.0	*										*		
	%	22.2			66.7	11.1		100.0				1.3	NO	NO							100.0	0.0%	YES	YES
C8 and C9	#	37	6	1	28	5	2	79	4.6	31.1	2.6				2			7	2		11			
	%	46.8	7.6	1.3	35.4	6.3	2.5	100.0				NO	NO	NO	18.2			63.6	18.2		100.0	YES	YES	YES
E2	#	99	19	7	186	50	22	383	4.2	41.1	11.3				12	2	2	20	5	2	43			
	%	25.8	5.0	1.8	48.6	13.1	5.7	100.0				NO	NO	NO	27.9	4.7	4.7	46.5	11.6	4.7	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2018 85.0 percent
Level of Goal Attainment for 2019 86.7 percent
Level of Goal Attainment for 2020 84.8 percent

College of Charleston (Page 2 of 2)

President: Dr. Andrew T. Hsu

EEO Officer: Kimberly Gertner

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	#	24	3	6	8	8	1	50	8.5	21.3	9.8				2		1		1		4			
	%	48.0	6.0	12.0	16.0	16.0	2.0	100.0				2.5	5.3	NO	50.0		25.0		25.0		100.0	70.6%	75.1%	YES
E4	#	12	5	4	1	7	1	30	12.4	3.5	6.0		*		2		1		1		4		*	
	%	40.0	16.7	13.3	3.3	23.3	3.3	100.0				NO	0.2	NO	50.0		25.0		25.0		100.0	YES	94.3%	YES
E5	#	4	1		38	24	4	71	1.8	61.0	20.8	*						2	3		5	*		
	%	5.6	1.4		53.5	33.8	5.6	100.0				0.4	7.5	NO				40.0	60.0		100.0	77.8%	87.7%	YES
E6	#	2	4		8	5		19	8.5	56.3	14.9													
	%	10.5	21.1		42.1	26.3		100.0				NO	14.2	NO							100.0	YES	74.8%	YES
E7	#	21	33	5		2		61	20.6	3.1	5.3				4	6	1				11			
	%	34.4	54.1	8.2		3.3		100.0				NO	3.1	2.0	36.4	54.5	9.1				100.0	YES	0.0%	62.3%
E8	#	10	20			30		60	27.1	11.5	20.2				1	1					2			
	%	16.7	33.3			50.0		100.0				NO	11.5	NO	50.0	50.0					100.0	YES	0.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 85.0 percent
Level of Goal Attainment for 2019 86.7 percent
Level of Goal Attainment for 2020 84.8 percent

Department of Commerce

Agency Director: Robert Hitt
EEO Officer: Lori Adler

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10	1		17	6		34	4.6	33.6	9.7	*			1			1			2	*		
	%	29.4	2.9		50.0	17.6		100.0				1.7	NO	NO	50.0			50.0			100.0	63.0%	YES	YES
E2	#	13	5	1	23	11	1	54	5.3	34.4	10.2					1		2	5		8			
	%	24.1	9.3	1.9	42.6	20.4	1.9	100.0				NO	NO	NO		12.5		25.0	62.5		100.0	YES	YES	YES
E3	#				1	2		3	7.5	17.4	7.9	*										*		
	%				33.3	66.7		100.0				7.5	NO	NO							100.0	0.0%	YES	YES
E6	#				3			3	0.8	60.8	22.2	*		*				1			1	*		*
	%				100.0			100.0				0.8	NO	22.2				100.0			100.0	0.0%	YES	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	89.5	percent
Level of Goal Attainment for	2019	96.4	percent
Level of Goal Attainment for	2020	95.9	percent

Office of the Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: Allison Williams

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5			5	1		11	3.8	39.7	9.9	*		*	3			2			5	*		*
	%	45.5			45.5	9.1		100.0				3.8	NO	0.8	60.0			40.0			100.0	0.0%	YES	91.9%
E2	#	1	1		3	1		6	2.3	50.0	12.2													
	%	16.7	16.7		50.0	16.7		100.0				NO	0.0	NO							100.0	YES	YES	YES
E5	#	1			4	2		7	2.7	47.0	11.3	*										*		
	%	14.3			57.1	28.6		100.0				2.7	NO	NO							100.0	0.0%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							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 2018 95.6 percent
Level of Goal Attainment for 2019 97.5 percent
Level of Goal Attainment for 2020 98.8 percent

Department of Consumer Affairs

Agency Director: Carolyn G. Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#				4	2		6	0.8	43.1	2.0	*							1		1	*		
	%				66.7	33.3		100.0				0.8	NO	NO					100.0		100.0	0.0%	YES	YES
E2	#	10	4		6	10	1	31	4.0	41.6	9.5				3	1		1	2		7			
	%	32.3	12.9		19.4	32.3	3.2	100.0				NO	22.2	NO	42.9	14.3		14.3	28.6		100.0	YES	46.6%	YES
E5 and E6	#		1		1	2		4	2.3	53.6	13.1													
	%		25.0		25.0	50.0		100.0				NO	28.6	NO							100.0	YES	46.6%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 83.8 percent
Level of Goal Attainment for 2019 89.1 percent
Level of Goal Attainment for 2020 86.7 percent

Department of Corrections (Page 1 of 2)

Agency Director: Bryan P. Stirling

EEO Officer: Kyle Caldwell

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	20	18	1	6	20	2	67	15.0	15.3	20.2				6	1	1	1	3	1	13			
	%	29.9	26.9	1.5	9.0	29.9	3.0	100.0				NO	6.3	NO	46.2	7.7	7.7	7.7	23.1	7.7	100.0	YES	58.8%	YES
E1B	#	72	28	3	39	47	2	191	10.1	23.6	12.2				10	8	1	17	15		51			
	%	37.7	14.7	1.6	20.4	24.6	1.0	100.0				NO	3.2	NO	19.6	15.7	2.0	33.3	29.4		100.0	YES	86.4%	YES
E2A	#	51	15	1	52	35	3	157	6.7	37.6	10.9				8	2		12	11		33			
	%	32.5	9.6	0.6	33.1	22.3	1.9	100.0				NO	4.5	NO	24.2	6.1		36.4	33.3		100.0	YES	88.0%	YES
E2B	#	111	73	8	187	218	9	606	7.1	38.1	18.7				26	8	1	58	64	1	158			
	%	18.3	12.0	1.3	30.9	36.0	1.5	100.0				NO	7.2	NO	16.5	5.1	0.6	36.7	40.5	0.6	100.0	YES	81.1%	YES
E2C	#	22	30	2	32	118	6	210	6.3	43.0	20.9				7	10		7	36	3	63			
	%	10.5	14.3	1.0	15.2	56.2	2.9	100.0				NO	27.8	NO	11.1	15.9		11.1	57.1	4.8	100.0	YES	35.3%	YES
E3A	#	20	4	2	47	24	4	101	6.5	40.5	24.0			*	3		1	21	7	1	33			*
	%	19.8	4.0	2.0	46.5	23.8	4.0	100.0				2.5	NO	0.2	9.1		3.0	63.6	21.2	3.0	100.0	61.5%	YES	99.2%
E3B	#	2	1		16	27	2	48	3.0	34.2	27.7	*	*		1			4	6	1	12	*	*	
	%	4.2	2.1		33.3	56.3	4.2	100.0				0.9	0.9	NO	8.3			33.3	50.0	8.3	100.0	70.0%	97.4%	YES
E4A	#	128	174	14	34	243	6	599	23.1	6.0	31.3				26	43	6	10	75	1	161			
	%	21.4	29.0	2.3	5.7	40.6	1.0	100.0				NO	0.3	NO	16.1	26.7	3.7	6.2	46.6	0.6	100.0	YES	95.0%	YES
E4B	#	179	218	23	69	336	9	834	23.3	7.1	30.5				45	48	10	24	97	6	230			
	%	21.5	26.1	2.8	8.3	40.3	1.1	100.0				NO	NO	NO	19.6	20.9	4.3	10.4	42.2	2.6	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2018 83.6 percent
Level of Goal Attainment for 2019 85.3 percent
Level of Goal Attainment for 2020 87.8 percent

Department of Corrections (Page 2 of 2)

Agency Director: Bryan P. Stirling

EEO Officer: Kyle Caldwell

1		2							3			4			5							6		
EEO CATEGORY		ACTUAL WORKFORCE ON 9/30/2020							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							% OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4C	#	259	258	36	101	502	20	1176	23.0	7.5	33.2				180	138	18	79	273	13	701			
	%	22.0	21.9	3.1	8.6	42.7	1.7	100.0				1.1	NO	NO	25.7	19.7	2.6	11.3	38.9	1.9	100.0	95.2%	YES	YES
E5A	#	7	12		66	76	8	169	5.9	44.5	19.8				5	2		17	22	3	49			
	%	4.1	7.1		39.1	45.0	4.7	100.0				NO	5.4	NO	10.2	4.1		34.7	44.9	6.1	100.0	YES	87.9%	YES
E6A	#	10	4		28	44	2	88	6.7	41.3	23.6				5	4		10	24	1	44			
	%	11.4	4.5		31.8	50.0	2.3	100.0				2.2	9.5	NO	11.4	9.1		22.7	54.5	2.3	100.0	67.2%	77.0%	YES
E7A	#	121	28	5	2	2	1	159	15.9	11.0	6.5				20	8	4	2		1	35			
	%	76.1	17.6	3.1	1.3	1.3	0.6	100.0				NO	9.7	5.2	57.1	22.9	11.4	5.7		2.9	100.0	YES	11.8%	20.0%
E8A	#	56	12	1	15	25	1	110	7.7	29.2	12.6				7	4		4	8		23			
	%	50.9	10.9	0.9	13.6	22.7	0.9	100.0				NO	15.6	NO	30.4	17.4		17.4	34.8		100.0	YES	46.6%	YES
E8B	#	24	19	4	19	25	4	95	11.4	27.8	25.9				11	7	1	7	19	1	46			
	%	25.3	20.0	4.2	20.0	26.3	4.2	100.0				NO	7.8	NO	23.9	15.2	2.2	15.2	41.3	2.2	100.0	YES	71.9%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

Level of Goal Attainment for 2018 83.6 percent
Level of Goal Attainment for 2019 85.3 percent
Level of Goal Attainment for 2020 87.8 percent

Criminal Justice Academy

Agency Director: Lewis J. Swindler

EEO Officer: Florence McCants

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6	1		1	2		10	4.6	28.8	7.3													
	%	60.0	10.0		10.0	20.0		100.0				NO	18.8	NO							100.0	YES	34.7%	YES
E2	#	5	4		12	2		23	5.4	35.3	10.8													
	%	21.7	17.4		52.2	8.7		100.0				NO	NO	2.1 *							100.0	YES	YES	80.6% *
E2A	#	5	1	1		1		8	4.0	29.6	6.2													
	%	62.5	12.5	12.5		12.5		100.0				NO	29.6	NO							100.0	YES	0.0%	YES
E2B	#	31	1	1	8	1		42	3.7	32.1	6.4				9		1	2			12			
	%	73.8	2.4	2.4	19.0	2.4		100.0				1.3 *	13.1	4.0	75.0		8.3	16.7			100.0	64.9% *	59.2%	37.5%
E3	#	1						1	2.4	15.0	4.9													
	%	100.0						100.0				2.4 *	15.0 *	4.9 *							100.0	0.0% *	0.0% *	0.0% *
E5	#	2			12	4	1	19	3.6	57.3	17.6							3			3			
	%	10.5			63.2	21.1	5.3	100.0				3.6 *	NO	NO				100.0			100.0	0.0% *	YES	YES
E7 and E8	#	12	1	1	4	1		19	13.8	6.8	9.4													
	%	63.2	5.3	5.3	21.1	5.3		100.0				8.5	NO	4.1 *							100.0	38.4%	YES	56.4% *
	#																							
	%							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 2018 76.7 percent
Level of Goal Attainment for 2019 78.2 percent
Level of Goal Attainment for 2020 74.8 percent

School for the Deaf and Blind

Agency Director: Page McCraw
EEO Officer: Monique Mosley

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	8	2		12	2		24	4.5	38.4	9.0			*										*
	%	33.3	8.3		50.0	8.3		100.0				NO	NO	0.7							100.0	YES	YES	92.2%
E2	#	28	8		104	22	2	164	4.0	45.8	13.8			*				7	1		8			*
	%	17.1	4.9		63.4	13.4	1.2	100.0				NO	NO	0.4				87.5	12.5		100.0	YES	YES	97.1%
E3	#	3	1		3	2		9	5.0	36.7	17.9		*										*	
	%	33.3	11.1		33.3	22.2		100.0				NO	3.4	NO							100.0	YES	90.7%	YES
E5	#	12	3		46	44	7	112	5.8	45.4	21.7				1			5	1	2	9			
	%	10.7	2.7		41.1	39.3	6.3	100.0				3.1	4.3	NO	11.1			55.6	11.1	22.2	100.0	46.6%	90.5%	YES
E6	#	1		1	10	2		14	0.2	73.3	12.6	*	*							1	1	*	*	
	%	7.1		7.1	71.4	14.3		100.0				0.2	1.9	NO						100.0	100.0	0.0%	97.4%	YES
E7	#	9			1			10	10.8	11.3	0.2		*	*									*	*
	%	90.0			10.0			100.0				10.8	1.3	0.2							100.0	0.0%	88.5%	0.0%
E8	#	2			1	1		4	16.3	7.8	6.0	*					1		1		2	*		
	%	50.0			25.0	25.0		100.0				16.3	NO	NO			50.0		50.0		100.0	0.0%	YES	YES
	#																							
	%							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 2018 89.2 percent
Level of Goal Attainment for 2019 89.0 percent
Level of Goal Attainment for 2020 89.1 percent

Department of Disabilities and Special Needs

Agency Director: Mary Poole

EEO Officer: Elizabeth Lemmond

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	19	5		22	10		56	5.4	35.1	12.9					1		2	6		9			
	%	33.9	8.9		39.3	17.9		100.0				NO	NO	NO		11.1		22.2	66.7		100.0	YES	YES	YES
E2	#	27	11	2	104	155	10	309	7.2	38.0	24.3				4	6		16	19	2	47			
	%	8.7	3.6	0.6	33.7	50.2	3.2	100.0				3.6	4.3	NO	8.5	12.8		34.0	40.4	4.3	100.0	50.0%	88.7%	YES
E3	#	7	7	1	43	39	2	99	3.2	45.0	27.2					1	1	5	7		14			
	%	7.1	7.1	1.0	43.4	39.4	2.0	100.0				NO	1.6	NO		7.1	7.1	35.7	50.0		100.0	YES	96.4%	YES
E5	#	15	108	2	87	628	15	855	4.9	24.2	53.4				13	50	1	76	302	3	445			
	%	1.8	12.6	0.2	10.2	73.5	1.8	100.0				NO	14.0	NO	2.9	11.2	0.2	17.1	67.9	0.7	100.0	YES	42.1%	YES
E6	#	2			16	27		45	1.5	57.2	24.4	*				1		2	8		11	*		
	%	4.4			35.6	60.0		100.0				1.5	21.6	NO		9.1		18.2	72.7		100.0	0.0%	62.2%	YES
E7	#	21	4			1		26	3.4	0.7	0.2		*		6	1	2	1			10		*	
	%	80.8	15.4			3.8		100.0				NO	0.7	NO	60.0	10.0	20.0	10.0			100.0	YES	0.0%	YES
E8	#	23	22		13	86	3	147	20.2	12.8	11.4				2	7		7	14	2	32			
	%	15.6	15.0		8.8	58.5	2.0	100.0				5.2	4.0	NO	6.3	21.9		21.9	43.8	6.3	100.0	74.3%	68.8%	YES
	#																							
	%							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 2018 91.4 percent
Level of Goal Attainment for 2019 90.7 percent
Level of Goal Attainment for 2020 88.6 percent

Department of Education

Agency Director: Molly Spearman
EEO Officer: Lisa K. McCloud

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	11	1		16	11		39	6.9	31.4	15.1				2			1	1		4			
	%	28.2	2.6		41.0	28.2		100.0				4.3	NO	NO	50.0			25.0	25.0		100.0	37.7%	YES	YES
E2A	#	54	12	2	136	70	9	283	6.2	37.0	17.5				4			3	2		9			
	%	19.1	4.2	0.7	48.1	24.7	3.2	100.0				2.0	NO	NO	44.4			33.3	22.2		100.0	67.7%	YES	YES
E2B	#	36	9	2	24	20	2	93	10.3	25.5	11.6	*			3			3	1		7	*		
	%	38.7	9.7	2.2	25.8	21.5	2.2	100.0				0.6	NO	NO	42.9			42.9	14.3		100.0	94.2%	YES	YES
E2C	#	12	8	1	36	32	1	90	5.0	43.5	16.2				3	3		5	5		16			
	%	13.3	8.9	1.1	40.0	35.6	1.1	100.0				NO	3.5	NO	18.8	18.8		31.3	31.3		100.0	YES	92.0%	YES
E3	#	8	4	2	2	3	1	20	12.0	16.6	12.7				1	1		1	1		4			
	%	40.0	20.0	10.0	10.0	15.0	5.0	100.0				NO	6.6	NO	25.0	25.0		25.0	25.0		100.0	YES	60.2%	YES
E5 and E6	#	1	1		17	16	1	36	2.2	56.6	23.0				1			2	1		4			
	%	2.8	2.8		47.2	44.4	2.8	100.0				NO	9.4	NO	25.0			50.0	25.0		100.0	YES	83.4%	YES
E7	#	246	84	8	27	3		368	20.7	3.3	1.5				1						1			
	%	66.8	22.8	2.2	7.3	0.8		100.0				NO	NO	0.7	100.0						100.0	YES	YES	53.3%
	#																							
	%							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 2018 89.6 percent
Level of Goal Attainment for 2019 85.0 percent
Level of Goal Attainment for 2020 89.9 percent

South Carolina Education Lottery

Agency Director: Wm. Hogan Brown

EEO Officer: Claire Jones

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7	2	1	7	2		19	4.1	29.6	5.8							1			1			
	%	36.8	10.5	5.3	36.8	10.5		100.0				NO	NO	NO				100.0			100.0	YES	YES	YES
E2	#	15	10	1	21	9	2	58	4.6	32.5	7.7				3			2			5			
	%	25.9	17.2	1.7	36.2	15.5	3.4	100.0				NO	NO	NO	60.0			40.0			100.0	YES	YES	YES
E3	#	6	3	1		3		13	12.8	17.0	7.0				1	1			1		3			
	%	46.2	23.1	7.7		23.1		100.0				NO	17.0	NO	33.3	33.3			33.3		100.0	YES	0.0%	YES
E5	#			1	8	5		14	4.7	41.9	18.0	*										*		
	%			7.1	57.1	35.7		100.0				4.7	NO	NO							100.0	0.0%	YES	YES
E6	#	1			5			6	14.6	50.7	11.0	*		*				2			2	*		*
	%	16.7			83.3			100.0				14.6	NO	11.0				100.0			100.0	0.0%	YES	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 88.9 percent
Level of Goal Attainment for 2019 91.7 percent
Level of Goal Attainment for 2020 91.7 percent

Educational Television

Agency Director: Anthony Padgett
EEO Officer: Charlene Nicia

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			1	3		6	10.1	18.9	12.0	*	*						1		1	*	*	
	%	33.3			16.7	50.0		100.0				10.1	2.2	NO					100.0		100.0	0.0%	88.4%	YES
E2A	#	29	5		13	10	2	59	8.0	20.5	7.6				4		1	2	2	1	10			
	%	49.2	8.5		22.0	16.9	3.4	100.0				NO	NO	NO	40.0		10.0	20.0	20.0	10.0	100.0	YES	YES	YES
E2B	#	11	3		12	4	1	31	6.6	25.7	8.3				4			2	3		9			
	%	35.5	9.7		38.7	12.9	3.2	100.0				NO	NO	NO	44.4			22.2	33.3		100.0	YES	YES	YES
E2C	#	5		1	1	2		9	8.1	19.8	5.6	*	*									*	*	
	%	55.6		11.1	11.1	22.2		100.0				8.1	8.7	NO							100.0	0.0%	56.1%	YES
E3	#	14	4	1	1	2		22	8.7	9.8	2.8				1	1					2			
	%	63.6	18.2	4.5	4.5	9.1		100.0				NO	5.3	NO	50.0	50.0					100.0	YES	45.9%	YES
E5 and E6	#				3			3	0.5	68.1	15.5	*		*								*		*
	%				100.0			100.0				0.5	NO	15.5							100.0	0.0%	YES	0.0%
E7	#	4		1				5	12.4	1.4	0.3	*	*	*			1				1	*	*	*
	%	80.0		20.0				100.0				12.4	1.4	0.3			100.0				100.0	0.0%	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	93.8	percent
Level of Goal Attainment for	2019	82.4	percent
Level of Goal Attainment for	2020	92.2	percent

State Election Commission

Agency Director: Marci Andino
EEO Officer: Daylin Silber

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	#	6	1		3	3	2	15	5.9	31.2	8.3				2	1			2	1	6			
	%	40.0	6.7		20.0	20.0	13.3	100.0				NO	11.2	NO	33.3	16.7			33.3	16.7	100.0	YES	64.1%	YES
E3, E5 and E6	#	5	2		2	2		11	6.8	28.6	13.9							1			1			
	%	45.5	18.2		18.2	18.2		100.0				NO	10.4	NO				100.0			100.0	YES	63.6%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 75.8 percent
Level of Goal Attainment for 2019 87.6 percent
Level of Goal Attainment for 2020 88.0 percent

Department of Employment and Workforce

Agency Director: G. Daniel Ellzey

EEO Officer: Koa Morgan

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	9	2		3	1	1	16	3.2	20.6	2.2		*		2						2		*	
	%	56.3	12.5		18.8	6.3	6.3	100.0				NO	1.8	NO	100.0						100.0	YES	91.3%	YES
E2A	#	11	11	2	36	58	12	130	4.0	39.4	12.9				3	2		7	18	3	33			
	%	8.5	8.5	1.5	27.7	44.6	9.2	100.0				NO	11.7	NO	9.1	6.1		21.2	54.5	9.1	100.0	YES	70.3%	YES
E2B	#	32	25	2	43	72	4	178	3.5	43.3	8.4				3	7	1	8	17	1	37			
	%	18.0	14.0	1.1	24.2	40.4	2.2	100.0				NO	19.1	NO	8.1	18.9	2.7	21.6	45.9	2.7	100.0	YES	55.9%	YES
E2C	#	35	11	1	59	42	7	155	3.0	36.1	6.6				4			6	3	4	17			
	%	22.6	7.1	0.6	38.1	27.1	4.5	100.0				NO	NO	NO	23.5			35.3	17.6	23.5	100.0	YES	YES	YES
E2D	#	14	7	3	7	7	1	39	3.1	25.8	3.5								2		2			
	%	35.9	17.9	7.7	17.9	17.9	2.6	100.0				NO	7.9	NO					100.0		100.0	YES	69.4%	YES
E3	#	11	4	1	4	2	1	23	5.3	17.8	3.4		*		1	1					2		*	
	%	47.8	17.4	4.3	17.4	8.7	4.3	100.0				NO	0.4	NO	50.0	50.0					100.0	YES	97.8%	YES
E6, E7 and E8	#	8	3		4	9	1	25	4.3	30.4	6.4													
	%	32.0	12.0		16.0	36.0	4.0	100.0				NO	14.4	NO							100.0	YES	52.6%	YES
	#																							
	%							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 2018 92.5 percent
Level of Goal Attainment for 2019 91.8 percent
Level of Goal Attainment for 2020 92.3 percent

Board of Financial Institutions

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5	2		5	1		13	4.9	35.6	9.0			*	1	1		1			3			*
	%	38.5	15.4		38.5	7.7		100.0				NO	NO	1.3	33.3	33.3		33.3			100.0	YES	YES	85.6%
E2	#	7	4	1	12	6	1	31	3.4	40.7	10.2		*		1			3	3		7		*	
	%	22.6	12.9	3.2	38.7	19.4	3.2	100.0				NO	2.0	NO	14.3			42.9	42.9		100.0	YES	95.1%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 81.8 percent
Level of Goal Attainment for 2019 94.0 percent
Level of Goal Attainment for 2020 96.8 percent

State Fiscal Accountability Authority

Agency Director: Stephen Gilliespie

EEO Officer: Marick Walters

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3	2		3	1		9	5.0	24.9	5.2													
	%	33.3	22.2		33.3	11.1		100.0				NO	NO	NO							100.0	YES	YES	YES
E2	#	39	4	1	32	22	2	100	3.8	32.5	10.5				6	2		4	4		16			
	%	39.0	4.0	1.0	32.0	22.0	2.0	100.0				NO	0.5 *	NO	37.5	12.5		25.0	25.0		100.0	YES	98.5% *	YES
E3	#			1				1	15.9	11.3	17.0													
	%			100.0				100.0				15.9 *	11.3 *	17.0 *							100.0	0.0% *	0.0% *	0.0% *
E5	#				2	4		6	1.3	61.9	19.3								1		1			
	%				33.3	66.7		100.0				1.3 *	28.6	NO					100.0		100.0	0.0% *	53.8%	YES
E6	#				2	1		3	3.5	43.2	22.8													
	%				66.7	33.3		100.0				3.5 *	NO	NO							100.0	0.0% *	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 92.4 percent
Level of Goal Attainment for 2019 95.3 percent
Level of Goal Attainment for 2020 95.2 percent

Forestry Commission

Agency Director: Scott Phillips
EEO Officer: Lynn Rivers

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	9			2			11	2.5	18.6	2.2	*	*	*								*	*	*
	%	81.8			18.2			100.0				2.5	0.4	2.2							100.0	0.0%	97.8%	0.0%
E2A and E2B	#	85	1	1	22	1		110	4.5	13.1	1.5			*	11			3			14			*
	%	77.3	0.9	0.9	20.0	0.9		100.0				3.6	NO	0.6	78.6			21.4			100.0	20.0%	YES	60.0%
E3	#	5	1		9	1		16	2.3	19.7	26.8													
	%	31.3	6.3		56.3	6.3		100.0				NO	NO	20.5							100.0	YES	YES	23.5%
E4	#	141	7		1			149	15.3	3.8	0.1			*	9						9			*
	%	94.6	4.7		0.7			100.0				10.6	3.1	0.1	100.0						100.0	30.7%	18.4%	0.0%
E5	#				5	2		7	0.5	68.7	13.8	*						1			1	*		
	%				71.4	28.6		100.0				0.5	NO	NO				100.0			100.0	0.0%	YES	YES
E6	#				16	1		17	1.4	43.0	20.8	*			2			6			8	*		
	%				94.1	5.9		100.0				1.4	NO	14.9	25.0			75.0			100.0	0.0%	YES	28.4%
E7	#	7	2					9	12.5	0.4	0.1		*	*	1						1		*	*
	%	77.8	22.2					100.0				NO	0.4	0.1	100.0						100.0	YES	0.0%	0.0%
E8	#	4	2					6	25.9	2.6	0.7		*	*									*	*
	%	66.7	33.3					100.0				NO	2.6	0.7							100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	81.3 percent
Level of Goal Attainment for	2019	78.9 percent
Level of Goal Attainment for	2020	71.9 percent

Francis Marion University

President: Dr. Fred Carter
EEO Officer: LaTasha Brand

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	17			12	3	1	33	6.0	31.5	8.6													
	%	51.5			36.4	9.1	3.0	100.0				6.0	NO	NO							100.0	0.0%	YES	YES
C2 and C3	#	48	1	2	24	1	3	79	3.6	40.2	6.4				4			3		1	8			
	%	60.8	1.3	2.5	30.4	1.3	3.8	100.0				2.3	9.8	5.1	50.0			37.5		12.5	100.0	36.1%	75.6%	20.3%
C4 and C5	#	46		6	63	5	7	127	4.2	33.9	6.0				1	1		4	1		7			
	%	36.2		4.7	49.6	3.9	5.5	100.0				4.2	NO	2.1	14.3	14.3		57.1	14.3		100.0	0.0%	YES	65.0%
C6, C7,C8 and C9	#	15	1	1	23	9	1	50	5.9	30.9	6.7				1			1		1	3			
	%	30.0	2.0	2.0	46.0	18.0	2.0	100.0				3.9	NO	NO	33.3			33.3		33.3	100.0	33.9%	YES	YES
E2	#	20	9	1	39	13		82	8.2	33.4	12.7				2			1	2		5			
	%	24.4	11.0	1.2	47.6	15.9		100.0				NO	NO	NO	40.0			20.0	40.0		100.0	YES	YES	YES
E3	#	6	3	2	4			15	13.2	27.1	25.5													
	%	40.0	20.0	13.3	26.7			100.0				NO	0.4 *	25.5							100.0	YES	98.5% *	0.0%
E4 and E7	#	21	3		2			26	14.9	14.1	9.1					1					1			
	%	80.8	11.5		7.7			100.0				3.4 *	6.4	9.1		100.0					100.0	77.2% *	54.6%	0.0%
E5 and E6	#	5	2		25	14		46	9.2	39.8	20.4				2			3	2		7			
	%	10.9	4.3		54.3	30.4		100.0				4.9	NO	NO	28.6			42.9	28.6		100.0	46.7%	YES	YES
E8	#	10	21		3	19	1	54	27.9	15.8	15.2					2		1	1	1	5			
	%	18.5	38.9		5.6	35.2	1.9	100.0				NO	10.2	NO		40.0		20.0	20.0	20.0	100.0	YES	35.4%	YES

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

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

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

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

Level of Goal Attainment for 2018 83.5 percent
Level of Goal Attainment for 2019 79.2 percent
Level of Goal Attainment for 2020 68.3 percent

Governor's School for Agriculture at John de la Howe

Agency Director: Timothy R. Keown

EEO Officer: Deborah H. Daniels

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1	2			1		4	1.6	26.1	2.1													
	%	25.0	50.0			25.0		100.0				NO	26.1	NO							100.0	YES	0.0%	YES
E2	#	5	2		12	4	1	24	5.2	42.7	11.1				4	4		8	2	1	19			
	%	20.8	8.3		50.0	16.7	4.2	100.0				NO	NO	NO	21.1	21.1		42.1	10.5	5.3	100.0	YES	YES	YES
E5 and E6	#	1			2			3	1.2	52.0	27.5	*		*				2			2	*		*
	%	33.3			66.7			100.0				1.2	NO	27.5				100.0			100.0	0.0%	YES	0.0%
E7 and E8	#	7	3		3	2		15	21.7	6.0	9.6	*			1	1		2	2		6	*		
	%	46.7	20.0		20.0	13.3		100.0				1.7	NO	NO	16.7	16.7		33.3	33.3		100.0	92.2%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 74.7 percent
Level of Goal Attainment for 2019 78.6 percent
Level of Goal Attainment for 2020 89.2 percent

Governor's School for Science and Mathematics

Agency Director: Dr. Ershela Sims

EEO Officer: Anne Brumley

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	#	11	5		16	9	2	43	5.7	35.6	10.8				2	1		1		1	5			
	%	25.6	11.6		37.2	20.9	4.7	100.0				NO	NO	NO	40.0	20.0		20.0		20.0	100.0	YES	YES	YES
C6	#	19		4	16	2	3	44	5.1	41.8	8.2									1	1			
	%	43.2		9.1	36.4	4.5	6.8	100.0				5.1	5.4	3.7						100.0	100.0	0.0%	87.1%	54.9%
E3, E5 and E6	#	3	1	1	5	1	1	12	5.1	42.3	14.6													
	%	25.0	8.3	8.3	41.7	8.3	8.3	100.0				NO	0.6 *	6.3 *							100.0	YES	98.6% *	56.8% *
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	87.5 percent
Level of Goal Attainment for	2019	81.3 percent
Level of Goal Attainment for	2020	77.5 percent

Governor's School for the Arts and Humanities

Agency Director: Dr. Cedric Adderley

EEO Officer: LaTomya Doctor

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1	1		2	1		5	4.7	34.7	9.7													
	%	20.0	20.0		40.0	20.0		100.0				NO	NO	NO							100.0	YES	YES	YES
E2	#	22	1		26	7	1	57	7.3	34.7	13.8			*	1			5	4	1	11			*
	%	38.6	1.8		45.6	12.3	1.8	100.0				5.5	NO	1.5	9.1			45.5	36.4	9.1	100.0	24.7%	YES	89.1%
E3, E4, E5, E6, E7 and E8	#	11	2		6	4		23	12.7	41.5	17.1	*			3			1	1		5	*		
	%	47.8	8.7		26.1	17.4		100.0				4.0	15.4	NO	60.0			20.0	20.0		100.0	68.5%	62.9%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	88.8 percent
Level of Goal Attainment for	2019	87.1 percent
Level of Goal Attainment for	2020	82.8 percent

Department of Health and Environmental Control

Agency Director: Interim Marshall Taylor

EEO Officer: Arlene Posey

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	147	15	6	129	58	10	365	3.2	34.4	4.9				7			8	5		20			
	%	40.3	4.1	1.6	35.3	15.9	2.7	100.0				NO	NO	NO	35.0			40.0	25.0		100.0	YES	YES	YES
E2A	#	28	10		334	155	14	541	1.3	55.3	18.7				3	2		66	38	2	111			
	%	5.2	1.8		61.7	28.7	2.6	100.0				NO	NO	NO	2.7	1.8		59.5	34.2	1.8	100.0	YES	YES	YES
E2B	#	109	49	6	253	232	17	666	5.4	37.9	10.3				16	9	3	29	38	5	100			
	%	16.4	7.4	0.9	38.0	34.8	2.6	100.0				NO	NO	NO	16.0	9.0	3.0	29.0	38.0	5.0	100.0	YES	YES	YES
E2C	#	333	34	19	281	49	15	731	3.1	21.4	1.1				58	11	3	55	18	5	150			
	%	45.6	4.7	2.6	38.4	6.7	2.1	100.0				NO	NO	NO	38.7	7.3	2.0	36.7	12.0	3.3	100.0	YES	YES	YES
E3	#	39	12	3	56	40	5	155	3.9	35.2	18.0				9		2	12	6	2	31			
	%	25.2	7.7	1.9	36.1	25.8	3.2	100.0				NO	NO	NO	29.0		6.5	38.7	19.4	6.5	100.0	YES	YES	YES
E5	#	5	6		101	112	12	236	2.8	66.1	14.1	*				2		6	18		26	*		
	%	2.1	2.5		42.8	47.5	5.1	100.0				0.3	23.3	NO		7.7		23.1	69.2		100.0	89.3%	64.8%	YES
E6	#	6	3	2	123	155	15	304	2.7	60.5	13.5				1	1	1	21	34	4	62			
	%	2.0	1.0	0.7	40.5	51.0	4.9	100.0				1.7	20.0	NO	1.6	1.6	1.6	33.9	54.8	6.5	100.0	37.0%	66.9%	YES
E7 and E8	#	10	17	1				28	22.0	11.1	6.1				2	2		1	1		6			
	%	35.7	60.7	3.6				100.0				NO	11.1	6.1	33.3	33.3		16.7	16.7		100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			

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

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

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

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

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

Level of Goal Attainment for	2018	91.3 percent
Level of Goal Attainment for	2019	89.1 percent
Level of Goal Attainment for	2020	85.8 percent

Department of Health and Human Services

Agency Director: Joshua Baker
EEO Officer: Kayla Thurston

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	9	3		10	7		29	5.4	26.7	7.1				3			2	2		7			
	%	31.0	10.3		34.5	24.1		100.0				NO	NO	NO	42.9			28.6	28.6		100.0	YES	YES	YES
E2A	#	16	9	1	74	85	6	191	5.6	32.0	17.0				2	2		4	6	1	15			
	%	8.4	4.7	0.5	38.7	44.5	3.1	100.0				0.9	NO	NO	13.3	13.3		26.7	40.0	6.7	100.0	83.9%	YES	YES
E2B	#	39	33	3	281	436	32	824	5.1	39.7	25.5				3	1		22	42	3	71			
	%	4.7	4.0	0.4	34.1	52.9	3.9	100.0				1.1	5.6	NO	4.2	1.4		31.0	59.2	4.2	100.0	78.4%	85.9%	YES
E3	#	20	7	3	4	16	3	53	7.8	22.8	8.1				4				2		6			
	%	37.7	13.2	5.7	7.5	30.2	5.7	100.0				NO	15.3	NO	66.7				33.3		100.0	YES	32.9%	YES
E5	#		1		9	18	1	29	2.1	60.8	16.3					1			2		3			
	%		3.4		31.0	62.1	3.4	100.0				NO	29.8	NO		33.3			66.7		100.0	YES	51.0%	YES
E6 and E8	#		4		21	33		58	5.9	45.2	21.3					1		1	8		10			
	%		6.9		36.2	56.9		100.0				NO	9.0	NO		10.0		10.0	80.0		100.0	YES	80.1%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 91.8 percent
Level of Goal Attainment for 2019 89.5 percent
Level of Goal Attainment for 2020 89.6 percent

Commission on Higher Education

Agency Director: Dr. Rusty Monhollon

EEO Officer: Christa Wiebelt

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3	4		3	5	2	17	5.0	26.7	7.0							1	1		2			
	%	17.6	23.5		17.6	29.4	11.8	100.0				NO	9.1	NO				50.0	50.0		100.0	YES	65.9%	YES
E2	#	3				9		12	5.5	39.5	22.0	*			3						3	*		
	%	25.0				75.0		100.0				5.5	39.5	NO	100.0						100.0	0.0%	0.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 77.6 percent
Level of Goal Attainment for 2019 69.1 percent
Level of Goal Attainment for 2020 73.2 percent

Commission on Indigent Defense

Agency Director: Hugh Ryan

EEO Officer: Lawrence Brown

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	12	2		4	1		19	4.1	24.6	4.9		*		3	1					4		*	
	%	63.2	10.5		21.1	5.3		100.0				NO	3.5	NO	75.0	25.0					100.0	YES	85.8%	YES
E2	#	10			7	1		18	3.5	23.6	4.4	*										*		
	%	55.6			38.9	5.6		100.0				3.5	NO	NO							100.0	0.0%	YES	YES
E3, E5 and E6	#	5			14	8	1	28	2.3	67.5	9.5	*			1			5	1		7	*		
	%	17.9			50.0	28.6	3.6	100.0				2.3	17.5	NO	14.3			71.4	14.3		100.0	0.0%	74.1%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 92.1 percent
Level of Goal Attainment for 2019 94.9 percent
Level of Goal Attainment for 2020 94.3 percent

Department of Insurance

Agency Director: Raymond Farmer
EEO Officer: Erin Thomas

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	12	1	1	11	4		29	4.0	25.6	6.9	*			4			3	1		8	*		
	%	41.4	3.4	3.4	37.9	13.8		100.0				0.6	NO	NO	50.0			37.5	12.5		100.0	85.0%	YES	YES
E2	#	14	4		10	15	2	45	4.8	35.5	12.8				2	1		3	2		8			
	%	31.1	8.9		22.2	33.3	4.4	100.0				NO	13.3	NO	25.0	12.5		37.5	25.0		100.0	YES	62.5%	YES
E5 and E6	#					3		3	1.4	56.2	25.9	*										*		
	%					100.0		100.0				1.4	56.2	NO							100.0	0.0%	0.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	79.8 percent
Level of Goal Attainment for	2019	90.7 percent
Level of Goal Attainment for	2020	80.9 percent

Department of Juvenile Justice

Agency Director: Freddie Pough

EEO Officer: Dr. Zebulon D. Young

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	4	12		8	27		51	6.7	23.5	7.9				1	5			2		8			
	%	7.8	23.5		15.7	52.9		100.0				NO	7.8	NO	12.5	62.5			25.0		100.0	YES	66.8%	YES
E2	#	58	99	7	135	285	11	595	4.6	42.4	17.8				8	16	2	23	56	6	111			
	%	9.7	16.6	1.2	22.7	47.9	1.8	100.0				NO	19.7	NO	7.2	14.4	1.8	20.7	50.5	5.4	100.0	YES	53.5%	YES
E3	#	10	2		1	8	2	23	9.9	23.0	11.0	*										*		
	%	43.5	8.7		4.3	34.8	8.7	100.0				1.2	18.7	NO							100.0	87.9%	18.7%	YES
E4	#	18	116	4	20	182	4	344	19.9	9.8	26.7				7	22	3	4	51	3	90			
	%	5.2	33.7	1.2	5.8	52.9	1.2	100.0				NO	4.0	NO	7.8	24.4	3.3	4.4	56.7	3.3	100.0	YES	59.2%	YES
E5	#	1	5		15	19	2	42	5.6	55.1	12.2				1	1		1	4	1	8			
	%	2.4	11.9		35.7	45.2	4.8	100.0				NO	19.4	NO	12.5	12.5		12.5	50.0	12.5	100.0	YES	64.8%	YES
E6	#	1	2		29	27		59	1.3	67.4	14.6				1			4	7		12			
	%	1.7	3.4		49.2	45.8		100.0				NO	18.2	NO	8.3			33.3	58.3		100.0	YES	73.0%	YES
E7	#	5	6	1				12	12.5	2.6	2.1		*	*	2	1					3		*	*
	%	41.7	50.0	8.3				100.0				NO	2.6	2.1	66.7	33.3					100.0	YES	0.0%	0.0%
E8	#	5	8		1	15		29	18.6	14.0	17.1					1			5		6			
	%	17.2	27.6		3.4	51.7		100.0				NO	10.6	NO		16.7			83.3		100.0	YES	24.3%	YES
	#																							
	%							100.0													100.0			

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

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

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

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

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

Level of Goal Attainment for	2018	83.2 percent
Level of Goal Attainment for	2019	86.4 percent
Level of Goal Attainment for	2020	84.0 percent

Department of Labor, Licensing and Regulations

Agency Director: Emily Farr
EEO Officer: Kathryn Britt

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	4	1	1	4	1		11	9.1	24.9	6.8													
	%	36.4	9.1	9.1	36.4	9.1		100.0				0.0	NO	NO							100.0	YES	YES	YES
E2A	#	29	12	3	28	19	2	93	7.1	34.2	14.4				2	1			1		4			
	%	31.2	12.9	3.2	30.1	20.4	2.2	100.0				NO	4.1	NO	50.0	25.0			25.0		100.0	YES	88.0%	YES
E2B	#	61	12	3	61	35	5	177	5.5	30.7	13.9				10	1	1	10	8	2	32			
	%	34.5	6.8	1.7	34.5	19.8	2.8	100.0				NO	NO	NO	31.3	3.1	3.1	31.3	25.0	6.3	100.0	YES	YES	YES
E3	#	20	1	1	6	4		32	6.8	12.8	5.4				1				1		2			
	%	62.5	3.1	3.1	18.8	12.5		100.0				3.7	NO	NO	50.0				50.0		100.0	45.6%	YES	YES
E5	#	3		1	32	40	3	79	7.6	37.2	26.4				1			11	9	1	22			
	%	3.8		1.3	40.5	50.6	3.8	100.0				7.6	NO	NO	4.5			50.0	40.9	4.5	100.0	0.0%	YES	YES
E6	#	1						1	32.1	16.5	14.7	*	*	*								*	*	*
	%	100.0						100.0				32.1	16.5	14.7							100.0	0.0%	0.0%	0.0%
E7 and E8	#	2	2					4	26.7	3.3	0.4		*	*		1					1		*	*
	%	50.0	50.0					100.0				NO	3.3	0.4		100.0					100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 86.9 percent
Level of Goal Attainment for 2019 89.4 percent
Level of Goal Attainment for 2020 89.6 percent

Lander University (Page 1 of 2)

President: Richard Cosentino
EEO Officer: London Thomas

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	10		2	21	3	2	38	3.9	30.4	7.7				1						1			
	%	26.3		5.3	55.3	7.9	5.3	100.0				3.9	NO	NO	100.0						100.0	0.0%	YES	YES
C2 and C3	#	15	4	3	17	4	1	44	3.7	37.4	9.4													
	%	34.1	9.1	6.8	38.6	9.1	2.3	100.0				NO	NO	0.3 *							100.0	YES	YES	96.8% *
C4 and C8	#	17	1		15	2		35	3.5	32.8	6.3													
	%	48.6	2.9		42.9	5.7		100.0				0.6 *	NO	0.6 *							100.0	82.9% *	YES	90.5% *
C5	#	12	3	2	17	4	1	39	3.2	34.9	6.0				4			4			8			
	%	30.8	7.7	5.1	43.6	10.3	2.6	100.0				NO	NO	NO	50.0			50.0			100.0	YES	YES	YES
C6, C7 & C9	#	32	5	6	22		2	67	4.4	30.0	4.5				4	1	1	10	1		17			
	%	47.8	7.5	9.0	32.8		3.0	100.0				NO	NO	4.5	23.5	5.9	5.9	58.8	5.9		100.0	YES	YES	0.0%
E2	#	45	2	1	42	7	1	98	5.8	37.1	14.7				5	1		7	6	1	20			
	%	45.9	2.0	1.0	42.9	7.1	1.0	100.0				3.8	NO	7.6	25.0	5.0		35.0	30.0	5.0	100.0	34.5%	YES	48.3%
E3 and E4	#	13	3		6	1		23	9.0	9.8	6.0				6						6			
	%	56.5	13.0		26.1	4.3		100.0				NO	NO	1.7 *	100.0						100.0	YES	YES	71.7% *
E5 and E6	#	17	4	1	11	4		37	4.1	50.2	17.8							4			4			
	%	45.9	10.8	2.7	29.7	10.8		100.0				NO	20.5	7.0				100.0			100.0	YES	59.2%	60.7%
E7	#	9	2		12	3		26	13.1	5.2	1.2													
	%	34.6	7.7		46.2	11.5		100.0				5.4	NO	NO							100.0	58.8%	YES	YES

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

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

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

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

Level of Goal Attainment for 2018 79.1 percent
Level of Goal Attainment for 2019 73.3 percent
Level of Goal Attainment for 2020 79.4 percent

Lander University (Page 2 of 2)

President: Richard Cosentino
EEO Officer: London Thomas

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	#	14	1		15	2	1	33	22.6	9.2	9.4				2	1					3			
	%	42.4	3.0		45.5	6.1	3.0	100.0				19.6	NO	3.3	66.7	33.3					100.0	13.3%	YES	64.9%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 79.1 percent
Level of Goal Attainment for 2019 73.3 percent
Level of Goal Attainment for 2020 79.4 percent

State Law Enforcement Division

Agency Director: Chief Mark A. Keel

EEO Officer: Laura G. Wilson

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10	1		2			13	12.2	13.6	3.7	*		*	1						1	*		*
	%	76.9	7.7		15.4			100.0				4.5	NO	3.7	100.0						100.0	63.1%	YES	0.0%
E2A	#	51	8	2	90	20	10	181	11.9	31.5	8.6				9	4		7	3	1	24			
	%	28.2	4.4	1.1	49.7	11.0	5.5	100.0				7.5	NO	NO	37.5	16.7		29.2	12.5	4.2	100.0	37.0%	YES	YES
E2B	#	105	19	2	20	5		151	10.9	10.5	7.0				16	3	1	3			23			
	%	69.5	12.6	1.3	13.2	3.3		100.0				NO	NO	3.7	69.6	13.0	4.3	13.0			100.0	YES	YES	47.1%
E3	#	10	5		17	13	7	52	9.0	14.7	14.1							7	3	1	11			
	%	19.2	9.6		32.7	25.0	13.5	100.0				NO	NO	NO				63.6	27.3	9.1	100.0	YES	YES	YES
E4	#	116	11	2	42	6	2	179	11.3	10.0	5.4				25	4		8	1		38			
	%	64.8	6.1	1.1	23.5	3.4	1.1	100.0				5.2	NO	2.0	65.8	10.5		21.1	2.6		100.0	54.0%	YES	63.0%
E5	#	3			25	4	2	34	0.9	66.4	17.9	*				2		3			5	*		
	%	8.8			73.5	11.8	5.9	100.0				0.9	NO	6.1		40.0		60.0			100.0	0.0%	YES	65.9%
E6	#	4	1		22	13	1	41	0.6	56.5	23.2				3			10	1	1	15			
	%	9.8	2.4		53.7	31.7	2.4	100.0				NO	2.8	NO	20.0			66.7	6.7	6.7	100.0	YES	95.0%	YES
E7 and E8	#	8	2			2		12	20.0	5.5	2.4	*	*		4				1		5	*	*	
	%	66.7	16.7			16.7		100.0				3.3	5.5	NO	80.0				20.0		100.0	83.5%	0.0%	YES
	#																							
	%							100.0													100.0			

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

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

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

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

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

Level of Goal Attainment for 2018 86.2 percent

Level of Goal Attainment for 2019 86.2 percent

Level of Goal Attainment for 2020 86.1 percent

South Carolina State Library

Agency Director: Leesa Aiken

EEO Officer: Deborah Pack

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	#	6			27	5	1	39	3.2	50.9	8.6							2	2		4			
	%	15.4			69.2	12.8	2.6	100.0				3.2	NO	NO				50.0	50.0		100.0	0.0%	YES	YES
E3 and E5	#	5				1		6	7.5	34.4	22.6	*		*	1				1		2	*		*
	%	83.3				16.7		100.0				7.5	34.4	5.9	50.0				50.0		100.0	0.0%	0.0%	73.9%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 73.7 percent
Level of Goal Attainment for 2019 63.3 percent
Level of Goal Attainment for 2020 54.8 percent

Medical University Hospital Authority (Page 1 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie T. Price

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E101	#	7	1	1	19		1	29	2.0	16.6	1.1			*	5		1	6		1	13			*
	%	24.1	3.4	3.4	65.5		3.4	100.0				NO	NO	1.1	38.5		7.7	46.2		7.7	100.0	YES	YES	0.0%
E102	#	25	2	2	38	4	2	73	2.0	17.1	1.2				6		1	13	1	2	23			
	%	34.2	2.7	2.7	52.1	5.5	2.7	100.0				NO	NO	NO	26.1		4.3	56.5	4.3	8.7	100.0	YES	YES	YES
E204	#	30	7		37	4	2	80	3.3	34.8	7.0				7	3		11		1	22			
	%	37.5	8.8		46.3	5.0	2.5	100.0				NO	NO	2.0	31.8	13.6		50.0		4.5	100.0	YES	YES	71.4%
E206	#	59	11	6	89	18	11	194	4.4	34.1	7.4				23	4	1	21	10	10	69			
	%	30.4	5.7	3.1	45.9	9.3	5.7	100.0				NO	NO	NO	33.3	5.8	1.4	30.4	14.5	14.5	100.0	YES	YES	YES
E208	#	11	3		73	7	4	98	0.9	64.4	10.3							27	1		28			
	%	11.2	3.1		74.5	7.1	4.1	100.0				NO	NO	3.2				96.4	3.6		100.0	YES	YES	68.9%
E209	#	8			21	2		31	2.5	50.2	8.4	*		*	2			5			7	*		*
	%	25.8			67.7	6.5		100.0				2.5	NO	1.9	28.6			71.4			100.0	0.0%	YES	77.4%
E215	#	62	2	3	144	4	14	229	6.0	39.2	21.1				1			11	1	1	14			
	%	27.1	0.9	1.3	62.9	1.7	6.1	100.0				5.1	NO	19.4	7.1			78.6	7.1	7.1	100.0	15.0%	YES	8.1%
E223	#	62	2	3	144	4	14	229	1.4	38.5	3.9				16	1	6	44	3	9	79			
	%	27.1	0.9	1.3	62.9	1.7	6.1	100.0				0.5	NO	2.2	20.3	1.3	7.6	55.7	3.8	11.4	100.0	64.3%	YES	43.6%
E224	#	32	3	5	94	28	9	171	2.5	46.2	16.5			*	5	1	1	20	2	2	31			*
	%	18.7	1.8	2.9	55.0	16.4	5.3	100.0				0.7	NO	0.1	16.1	3.2	3.2	64.5	6.5	6.5	100.0	72.0%	YES	99.4%

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

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

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

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

Level of Goal Attainment for	2018	82.5 percent
Level of Goal Attainment for	2019	87.9 percent
Level of Goal Attainment for	2020	80.9 percent

Medical University Hospital Authority (Page 2 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie T. Price

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E225	#	22	2	3	37	3	3	70	3.5	47.9	4.6	*		*	3			4		1	8	*		*
	%	31.4	2.9	4.3	52.9	4.3	4.3	100.0				0.6	NO	0.3	37.5			50.0		12.5	100.0	82.9%	YES	93.5%
E226	#	41	4	3	190	13	8	259	2.7	51.4	10.4				6	3	1	39	4	6	59			
	%	15.8	1.5	1.2	73.4	5.0	3.1	100.0				1.2	NO	5.4	10.2	5.1	1.7	66.1	6.8	10.2	100.0	55.6%	YES	48.1%
E227	#	216	12	34	2127	214	138	2741	0.8	65.5	10.7				63	4	12	598	55	71	803			
	%	7.9	0.4	1.2	77.6	7.8	5.0	100.0				0.4	NO	2.9	7.8	0.5	1.5	74.5	6.8	8.8	100.0	50.0%	YES	72.9%
E228	#	22		1	115	1	2	141	0.5	60.0	4.3	*			6		1	13			20	*		
	%	15.6		0.7	81.6	0.7	1.4	100.0				0.5	NO	3.6	30.0		5.0	65.0			100.0	0.0%	YES	16.3%
E330	#	111	21	6	82	16	5	241	6.0	20.0	3.6				88	17	7	38	13	5	168			
	%	46.1	8.7	2.5	34.0	6.6	2.1	100.0				NO	NO	NO	52.4	10.1	4.2	22.6	7.7	3.0	100.0	YES	YES	YES
E333	#	87	71	25	352	419	62	1016	2.8	35.1	8.8				43	28	15	200	149	52	487			
	%	8.6	7.0	2.5	34.6	41.2	6.1	100.0				NO	0.5	NO	8.8	5.7	3.1	41.1	30.6	10.7	100.0	YES	98.6%	YES
E334	#	38	7	4	61	11	3	124	9.7	37.7	9.6			*	15	1	1	19	2	1	39			*
	%	30.6	5.6	3.2	49.2	8.9	2.4	100.0				4.1	NO	0.7	38.5	2.6	2.6	48.7	5.1	2.6	100.0	57.7%	YES	92.7%
E447	#	19	31	5	2	15		72	20.3	12.2	11.6				13	4	3	2	7		29			
	%	26.4	43.1	6.9	2.8	20.8		100.0				NO	9.4	NO	44.8	13.8	10.3	6.9	24.1		100.0	YES	23.0%	YES
E550	#	5	2	1	47	53	3	111	2.1	40.4	37.5	*			1	1		7	17	1	27	*		
	%	4.5	1.8	0.9	42.3	47.7	2.7	100.0				0.3	NO	NO	3.7	3.7		25.9	63.0	3.7	100.0	85.7%	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	2018	82.5 percent
Level of Goal Attainment for	2019	87.9 percent
Level of Goal Attainment for	2020	80.9 percent

Medical University Hospital Authority (Page 3 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Stephanie T. Price

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E551	#	87	18	11	301	140	21	578	11.4	27.7	24.8				24	7	4	98	49	8	190			
	%	15.1	3.1	1.9	52.1	24.2	3.6	100.0				8.3	NO	0.6	12.6	3.7	2.1	51.6	25.8	4.2	100.0	27.2%	YES	97.6%
E552	#	17	15	9	52	66	14	173	0.8	67.8	18.3				9	2	3	22	18	12	66			
	%	9.8	8.7	5.2	30.1	38.2	8.1	100.0				NO	37.7	NO	13.6	3.0	4.5	33.3	27.3	18.2	100.0	YES	44.4%	YES
E660	#	51	32	7	299	482	26	897	6.3	40.1	25.9				18	12	5	110	178	31	354			
	%	5.7	3.6	0.8	33.3	53.7	2.9	100.0				2.7	6.8	NO	5.1	3.4	1.4	31.1	50.3	8.8	100.0	57.1%	83.0%	YES
E772	#	58	29	7	4	3		101	12.0	1.6	0.0				15	8	2		1		26			
	%	57.4	28.7	6.9	4.0	3.0		100.0				NO	NO	NO	57.7	30.8	7.7		3.8		100.0	YES	YES	YES
E880	#	18	36	4	13	65	4	140	25.4	11.8	22.0				6	20	3	10	30	3	72			
	%	12.9	25.7	2.9	9.3	46.4	2.9	100.0				NO	2.5	NO	8.3	27.8	4.2	13.9	41.7	4.2	100.0	YES	78.8%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 82.5 percent
Level of Goal Attainment for 2019 87.9 percent
Level of Goal Attainment for 2020 80.9 percent

Medical University of South Carolina (Page 1 of 4)

President: Dr. David J. Cole

EEO Officer: Stephanie T. Price

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#				4			4	3.6	42.1	8.5	*		*				2			2	*		*
	%				100.0			100.0				3.6	NO	8.5				100.0			100.0	0.0%	YES	0.0%
C2	#	18		4	3	1	1	27	2.2	24.2	2.8	*					1				1	*		
	%	66.7		14.8	11.1	3.7	3.7	100.0				2.2	13.1	NO			100.0				100.0	0.0%	45.9%	YES
C3	#	196	4	37	106	6	16	365	1.9	27.6	2.7				4		4	18	1	3	30			
	%	53.7	1.1	10.1	29.0	1.6	4.4	100.0				0.8	NO	1.1	13.3		13.3	60.0	3.3	10.0	100.0	57.9%	YES	59.3%
C4	#	151	2	37	140	7	38	375	1.9	26.3	2.4				14	1	6	21	1	4	47			
	%	40.3	0.5	9.9	37.3	1.9	10.1	100.0				1.4	NO	0.5	29.8	2.1	12.8	44.7	2.1	8.5	100.0	26.3%	YES	79.2%
C5	#	237	7	69	262	22	59	656	1.9	27.0	2.7				43	1	9	40	4	18	115			
	%	36.1	1.1	10.5	39.9	3.4	9.0	100.0				0.8	NO	NO	37.4	0.9	7.8	34.8	3.5	15.7	100.0	57.9%	YES	YES
C6	#	37	2	9	88	7	11	154	2.2	35.9	4.3				12	1	5	22	3	5	48			
	%	24.0	1.3	5.8	57.1	4.5	7.1	100.0				0.9	NO	NO	25.0	2.1	10.4	45.8	6.3	10.4	100.0	59.1%	YES	YES
C8	#	5		2	8	1	2	18	2.6	27.5	2.3	*								1	1	*		
	%	27.8		11.1	44.4	5.6	11.1	100.0				2.6	NO	NO						100.0	100.0	0.0%	YES	YES
E1A	#	15		1	33	5	3	57	4.2	31.8	5.9				1			1			2			
	%	26.3		1.8	57.9	8.8	5.3	100.0				4.2	NO	NO	50.0			50.0			100.0	0.0%	YES	YES
E1B	#	46	5	2	104	18	9	184	3.4	38.6	4.7				6	1	1	8	2		18			
	%	25.0	2.7	1.1	56.5	9.8	4.9	100.0				0.7	NO	NO	33.3	5.6	5.6	44.4	11.1		100.0	79.4%	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 2018 82.4 percent

Level of Goal Attainment for 2019 82.5 percent

Level of Goal Attainment for 2020 82.0 percent

Medical University of South Carolina (Page 2 of 4)

President: Dr. David J. Cole

EEO Officer: Stephanie T. Price

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2A	#	68	9	9	359	77	28	550	3.5	47.2	9.9				5	1	1	59	17	2	85			
	%	12.4	1.6	1.6	65.3	14.0	5.1	100.0				1.9	NO	NO	5.9	1.2	1.2	69.4	20.0	2.4	100.0	45.7%	YES	YES
E2B	#	6		1	57		3	67	2.8	58.2	7.4				2			8		1	11			
	%	9.0		1.5	85.1		4.5	100.0				2.8	NO	7.4	18.2			72.7		9.1	100.0	0.0%	YES	0.0%
E2C	#	7	4	1	70	36	11	129	3.0	37.9	21.9				1			18	7	3	29			
	%	5.4	3.1	0.8	54.3	27.9	8.5	100.0				NO	NO	NO	3.4			62.1	24.1	10.3	100.0	YES	YES	YES
E2D	#	29	7	5	17	4	5	67	7.0	22.5	9.6				3	2	2		1	1	9			
	%	43.3	10.4	7.5	25.4	6.0	7.5	100.0				NO	NO	3.6	33.3	22.2	22.2		11.1	11.1	100.0	YES	YES	62.5%
E2F	#								3.4	8.0	0.6	*	*	*								*	*	*
	%							100.0				3.4	8.0	0.6							100.0	0.0%	0.0%	0.0%
E2G	#	2	1		20	2		25	1.5	59.1	7.9							1			1			
	%	8.0	4.0		80.0	8.0		100.0				NO	NO	NO				100.0			100.0	YES	YES	YES
E3A	#	3	2	1	5	4	1	16	1.9	27.9	2.8						1	1			2			
	%	18.8	12.5	6.3	31.3	25.0	6.3	100.0				NO	NO	NO			50.0	50.0			100.0	YES	YES	YES
E3B	#	4	2	1	2			9	5.3	24.7	3.4		*	*	1						1		*	*
	%	44.4	22.2	11.1	22.2			100.0				NO	2.5	3.4	100.0						100.0	YES	89.9%	0.0%
E3C	#	6	10	4	12	2	3	37	4.1	45.5	12.1				4	2		4			10			
	%	16.2	27.0	10.8	32.4	5.4	8.1	100.0				NO	13.1	6.7	40.0	20.0		40.0			100.0	YES	71.2%	44.6%

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

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

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

Level of Goal Attainment for 2018 82.4 percent
Level of Goal Attainment for 2019 82.5 percent
Level of Goal Attainment for 2020 82.0 percent

Medical University of South Carolina (Page 3 of 4)

President: Dr. David J. Cole

EEO Officer: Stephanie T. Price

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3D	#	2	1		21	7	6	37	0.4	74.5	2.5							2	1	1	4			
	%	5.4	2.7		56.8	18.9	16.2	100.0				NO	17.7	NO				50.0	25.0	25.0	100.0	YES	76.2%	YES
E3E	#	22	5	4	10	6	5	52	3.2	23.0	1.5				4			1		1	6			
	%	42.3	9.6	7.7	19.2	11.5	9.6	100.0				NO	3.8	NO	66.7			16.7		16.7	100.0	YES	83.5%	YES
E3F	#	5		1	4	1	2	13	3.6	27.1	2.5	*										*		
	%	38.5		7.7	30.8	7.7	15.4	100.0				3.6	NO	NO							100.0	0.0%	YES	YES
E4A	#	35	15	4	4	7	2	67	11.8	10.8	5.1				11	2					13			
	%	52.2	22.4	6.0	6.0	10.4	3.0	100.0				NO	4.8	NO	84.6	15.4					100.0	YES	55.6%	YES
E5A	#	1			11	11	1	24	0.0	68.0	12.3				1			1	3		5			
	%	4.2			45.8	45.8	4.2	100.0				NO	22.2	NO	20.0			20.0	60.0		100.0	YES	67.4%	YES
E6A	#	12	5	1	73	70	8	169	8.0	46.8	21.2				4	2		16	17	2	41			
	%	7.1	3.0	0.6	43.2	41.4	4.7	100.0				5.0	3.6	NO	9.8	4.9		39.0	41.5	4.9	100.0	37.5%	92.3%	YES
E6B	#	1	2			6		9	18.8	21.4	25.9													
	%	11.1	22.2			66.7		100.0				NO	21.4	NO							100.0	YES	0.0%	YES
E7A	#	73	38	9		4		124	21.2	4.6	0.2				3	5					8			
	%	58.9	30.6	7.3		3.2		100.0				NO	4.6	NO	37.5	62.5					100.0	YES	0.0%	YES
E8A	#	5	6	2	3	7		23	28.4	20.5	16.2	*			1	3		1			5	*		
	%	21.7	26.1	8.7	13.0	30.4		100.0				2.3	7.5	NO	20.0	60.0		20.0			100.0	91.9%	63.4%	YES

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

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

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

Level of Goal Attainment for 2018 82.4 percent

Level of Goal Attainment for 2019 82.5 percent

Level of Goal Attainment for 2020 82.0 percent

Medical University of South Carolina (Page 4 of 4)

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

1		2							3			4			5							6		
EEO CATEGORY		ACTUAL WORKFORCE ON 9/30/2020							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							% OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8B	#	5	7	3		17		32	14.4	15.1	40.0					3		2	7		12			
	%	15.6	21.9	9.4		53.1		100.0				NO	15.1	NO		25.0		16.7	58.3		100.0	YES	0.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 82.4 percent
Level of Goal Attainment for 2019 82.5 percent
Level of Goal Attainment for 2020 82.0 percent

Department of Mental Health (page 1 of 2)

Agency Director: Dr. Kenneth M. Rogers, MD

EEO Officer: Zina F. Hampton, MSM, MBA

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	1	1		3	4		9	7.2	33.7	15.7		*			1		1			2		*	
	%	11.1	11.1		33.3	44.4		100.0				NO	0.4	NO		50.0		50.0			100.0	YES	98.8%	YES
E1B	#	48	17	1	76	41	4	187	8.4	31.3	12.3				11	3		6	6		26			
	%	25.7	9.1	0.5	40.6	21.9	2.1	100.0				NO	NO	NO	42.3	11.5		23.1	23.1		100.0	YES	YES	YES
E2A	#	49	17	9	178	114	16	383	2.1	51.2	14.3				3	3	4	35	30	6	81			
	%	12.8	4.4	2.3	46.5	29.8	4.2	100.0				NO	4.7	NO	3.7	3.7	4.9	43.2	37.0	7.4	100.0	YES	90.8%	YES
E2B	#	122	121	5	533	657	41	1479	12.8	30.9	31.6				13	19	2	84	104	8	230			
	%	8.2	8.2	0.3	36.0	44.4	2.8	100.0				4.6	NO	NO	5.7	8.3	0.9	36.5	45.2	3.5	100.0	64.1%	YES	YES
E2C	#	74	47	4	184	188	16	513	6.5	35.8	14.6				10	6		13	25	5	59			
	%	14.4	9.2	0.8	35.9	36.6	3.1	100.0				NO	NO	NO	16.9	10.2		22.0	42.4	8.5	100.0	YES	YES	YES
E3A	#	1	5		9	23	3	41	5.3	42.0	39.3					1		1	7	1	10			
	%	2.4	12.2		22.0	56.1	7.3	100.0				NO	20.0	NO		10.0		10.0	70.0	10.0	100.0	YES	52.4%	YES
E3B	#	29	17	2	16	25	2	91	9.4	17.1	21.9				8	1		1	5		15			
	%	31.9	18.7	2.2	17.6	27.5	2.2	100.0				NO	NO	NO	53.3	6.7		6.7	33.3		100.0	YES	YES	YES
E4A	#	16	40	1	1	17		75	46.2	4.2	12.7				3	6			4		13			
	%	21.3	53.3	1.3	1.3	22.7		100.0				NO	2.9	NO	23.1	46.2			30.8		100.0	YES	31.0%	YES
E5A	#	12	16		36	68	2	134	5.1	18.8	60.1				7	12	2	26	77	4	128			
	%	9.0	11.9		26.9	50.7	1.5	100.0				NO	NO	9.4	5.5	9.4	1.6	20.3	60.2	3.1	100.0	YES	YES	84.4%

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

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

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

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

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

Level of Goal Attainment for 2018 88.5 percent

Level of Goal Attainment for 2019 89.9 percent

Level of Goal Attainment for 2020 90.5 percent

Department of Mental Health (page 2 of 2)

Agency Director: Dr. Kenneth M. Rogers, MD
EEO Officer: Zina F. Hampton, MSM, MBA

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5B	#	25	77	4	136	368	10	620	8.8	42.1	28.4				4	31	1	32	131	5	204			
	%	4.0	12.4	0.6	21.9	59.4	1.6	100.0				NO	20.2	NO	2.0	15.2	0.5	15.7	64.2	2.5	100.0	YES	52.0%	YES
E6A and E6B	#	3	7		110	167	9	296	0.7	64.8	19.2				1	1		19	24	4	49			
	%	1.0	2.4		37.2	56.4	3.0	100.0				NO	27.6	NO	2.0	2.0		38.8	49.0	8.2	100.0	YES	57.4%	YES
E7A and E7B	#	52	24	8	3			87	22.3	1.4	2.0				22	11	3	2			38			
	%	59.8	27.6	9.2	3.4			100.0				NO	NO	2.0	57.9	28.9	7.9	5.3			100.0	YES	YES	0.0%
E8A, B and C	#	18	75		17	77		187	23.4	8.7	11.3				9	19		14	26		68			
	%	9.6	40.1		9.1	41.2		100.0				NO	NO	NO	13.2	27.9		20.6	38.2		100.0	YES	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 88.5 percent
Level of Goal Attainment for 2019 89.9 percent
Level of Goal Attainment for 2020 90.5 percent

Department of Motor Vechicles

Agency Director: Kevin A. Shwedo

EEO Officer: Jennifer Harper

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10	1		10	2		23	5.1	24.6	5.6	*						2			2	*		
	%	43.5	4.3		43.5	8.7		100.0				0.8	NO	NO				100.0			100.0	84.3%	YES	YES
E2	#	40	15		100	87	2	244	5.4	37.9	27.1				3	2		11	12		28			
	%	16.4	6.1		41.0	35.7	0.8	100.0				NO	NO	NO	10.7	7.1		39.3	42.9		100.0	YES	YES	YES
E3	#	6	5		1	3		15	9.7	24.3	10.7				1	2		1			4			
	%	40.0	33.3		6.7	20.0		100.0				NO	17.6	NO	25.0	50.0		25.0			100.0	YES	27.6%	YES
E5	#	6	13		61	74	9	163	7.7	33.6	39.3				2	2		10	10	2	26			
	%	3.7	8.0		37.4	45.4	5.5	100.0				NO	NO	NO	7.7	7.7		38.5	38.5	7.7	100.0	YES	YES	YES
E6	#	33	42	1	285	371	24	756	4.7	35.6	32.6				7	11		19	31	5	73			
	%	4.4	5.6	0.1	37.7	49.1	3.2	100.0				NO	NO	NO	9.6	15.1		26.0	42.5	6.8	100.0	YES	YES	YES
E7	#	9			1			10	10.9	3.3	1.0			*	1						1			*
	%	90.0			10.0			100.0				10.9	NO	1.0	100.0						100.0	0.0%	YES	0.0%
E8	#	1	2					3	25.5	14.4	14.6		*	*									*	*
	%	33.3	66.7					100.0				NO	14.4	14.6							100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 94.9 percent
Level of Goal Attainment for 2019 93.6 percent
Level of Goal Attainment for 2020 89.6 percent

SC Museum Commission

Agency Director: Amy Bartow-Melia

EEO Officer: Jessica Hood

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#				6	1		7	1.9	31.0	7.0	*						1			1	*		
	%				85.7	14.3		100.0				1.9	NO	NO				100.0			100.0	0.0%	YES	YES
E2 and E3	#	5			9	5		19	4.5	31.4	8.5	*						1			1	*		
	%	26.3			47.4	26.3		100.0				4.5	NO	NO				100.0			100.0	0.0%	YES	YES
E4 and E7	#	3	2		1			6	16.1	6.2	5.4			*										*
	%	50.0	33.3		16.7			100.0				NO	NO	5.4							100.0	YES	YES	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

Level of Goal Attainment for	2018	78.9	percent
Level of Goal Attainment for	2019	100.0	percent
Level of Goal Attainment for	2020	100.0	percent

Department of Natural Resources

Agency Director: Robert Boyles

EEO Officer: Eva Smith

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	23			14	4		41	5.2	26.6	6.7				3						3			
	%	56.1			34.1	9.8		100.0				5.2	NO	NO	100.0						100.0	0.0%	YES	YES
E2A	#	27	2		58	19	2	108	5.0	40.1	14.1				1			6	1	1	9			
	%	25.0	1.9		53.7	17.6	1.9	100.0				3.1	NO	NO	11.1			66.7	11.1	11.1	100.0	38.0%	YES	YES
E2B	#	130	3	1	63	1	2	200	4.6	33.1	2.2				14			7			21			
	%	65.0	1.5	0.5	31.5	0.5	1.0	100.0				3.1	1.6	1.7	66.7			33.3			100.0	32.6%	95.2%	22.7%
E3	#	114	6	4	24	4	1	153	19.2	12.2	3.1			*	22			6	2		30			*
	%	74.5	3.9	2.6	15.7	2.6	0.7	100.0				15.3	NO	0.5	73.3			20.0	6.7		100.0	20.3%	YES	83.9%
E4A	#	148	6	1	8			163	10.2	0.8	4.3				17	1		1			19			
	%	90.8	3.7	0.6	4.9			100.0				6.5	NO	4.3	89.5	5.3		5.3			100.0	36.3%	YES	0.0%
E4B	#	67	10		3	2		82	5.3	4.1	0.1		*		9	1					10		*	
	%	81.7	12.2		3.7	2.4		100.0				NO	0.4	NO	90.0	10.0					100.0	YES	90.2%	YES
E6	#	6			24	15		45	7.6	42.6	20.4							9	2		11			
	%	13.3			53.3	33.3		100.0				7.6	NO	NO				81.8	18.2		100.0	0.0%	YES	YES
E7	#	13	4			4		21	12.6	10.9	16.0				4						4			
	%	61.9	19.0			19.0		100.0				NO	10.9	NO	100.0						100.0	YES	0.0%	YES
	#																							
	%							100.0													100.0			

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

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

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

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

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

Level of Goal Attainment for	2018	70.4 percent
Level of Goal Attainment for	2019	71.5 percent
Level of Goal Attainment for	2020	67.5 percent

Department of Parks, Recreation and Tourism

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

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3			4	1		8	3.9	31.4	8.2	*										*		
	%	37.5			50.0	12.5		100.0				3.9	NO	NO							100.0	0.0%	YES	YES
E2	#	19	1		22	5	1	48	3.5	35.5	6.6	*			1			1	1		3	*		
	%	39.6	2.1		45.8	10.4	2.1	100.0				1.4	NO	NO	33.3			33.3	33.3		100.0	60.0%	YES	YES
E2A, B, C and D	#	94	3		26	1	1	125	7.3	17.7	4.8				15			9			24			
	%	75.2	2.4		20.8	0.8	0.8	100.0				4.9	NO	4.0	62.5			37.5			100.0	32.9%	YES	16.7%
E3	#			1	1			2	6.5	16.2	6.9	*		*								*		*
	%			50.0	50.0			100.0				6.5	NO	6.9							100.0	0.0%	YES	0.0%
E5 and E5A	#	19	5		51	16		91	4.3	46.7	8.8				2			6	4		12			
	%	20.9	5.5		56.0	17.6		100.0				NO	NO	NO	16.7			50.0	33.3		100.0	YES	YES	YES
E6	#	2			5			7	6.1	44.8	21.4	*						1			1	*		
	%	28.6			71.4			100.0				6.1	NO	21.4				100.0			100.0	0.0%	YES	0.0%
E7	#	43	3		3			49	15.4	3.7	1.9			*	14		1	1			16			*
	%	87.8	6.1		6.1			100.0				9.3	NO	1.9	87.5		6.3	6.3			100.0	39.6%	YES	0.0%
E8	#	40	7		2	3		52	19.2	2.9	1.8				15	3			1		19			
	%	76.9	13.5		3.8	5.8		100.0				5.7	NO	NO	78.9	15.8			5.3		100.0	70.3%	YES	YES
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	72.4 percent
Level of Goal Attainment for	2019	79.0 percent
Level of Goal Attainment for	2020	80.0 percent

Patriot's Point Authority

Agency Director: Larry Murray
EEO Officer: Sylvia Wasden

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	#	15			6			21	4.1	32.7	9.2	*	*		1			1			2	*	*	
	%	71.4			28.6			100.0				4.1	4.1	9.2	50.0			50.0			100.0	0.0%	87.5%	0.0%
E3, E5 and E6	#	2			3			5	4.1	53.7	15.2	*		*								*		*
	%	40.0			60.0			100.0				4.1	NO	15.2							100.0	0.0%	YES	0.0%
E4	#	4	1		4	1		10	26.1	8.7	11.4			*	1			1			2			*
	%	40.0	10.0		40.0	10.0		100.0				16.1	NO	1.4	50.0			50.0			100.0	38.3%	YES	87.7%
E7	#	14	8	1				23	16.2	6.7	1.9			*										*
	%	60.9	34.8	4.3				100.0				NO	6.7	1.9							100.0	YES	0.0%	0.0%
E8	#		4		4	2		10	24.2	18.1	23.2			*										*
	%		40.0		40.0	20.0		100.0				NO	NO	3.2							100.0	YES	YES	86.2%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	67.5	percent
Level of Goal Attainment for	2019	70.3	percent
Level of Goal Attainment for	2020	72.7	percent

South Carolina Ports Authority (Page 1 of 2)

Agency Director: James I Newsome III

EEO Officer: Beverly Cowart

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	14	1	1	4	1		21	7.6	20.1	3.5	*	*									*	*	
	%	66.7	4.8	4.8	19.0	4.8		100.0				2.8	1.1	NO							100.0	63.2%	94.5%	YES
E2A	#	23	7		5	2		37	7.9	20.1	3.7				2			1	1		4			
	%	62.2	18.9		13.5	5.4		100.0				NO	6.6	NO	50.0			25.0	25.0		100.0	YES	67.2%	YES
E2B	#	24	2		14	1	2	43	4.3	32.1	6.4				4				1	1	6			
	%	55.8	4.7		32.6	2.3	4.7	100.0				NO	NO	4.1	66.7				16.7	16.7	100.0	YES	YES	35.9%
E3	#	17	2	1	4	2	1	27	12.1	14.8	4.4				1		1				2			
	%	63.0	7.4	3.7	14.8	7.4	3.7	100.0				4.7	0.0	NO	50.0		50.0				100.0	61.2%	YES	YES
E4A	#	16	3	2	2	1	1	25	12.8	8.4	4.5	*	*	*	4						4	*	*	*
	%	64.0	12.0	8.0	8.0	4.0	4.0	100.0				0.8	0.4	0.5	100.0						100.0	93.8%	95.2%	88.9%
E4B	#	14	14	1	6	12	1	48	23.2	8.8	16.0				11	9		5	6	1	32			
	%	29.2	29.2	2.1	12.5	25.0	2.1	100.0				NO	NO	NO	34.4	28.1		15.6	18.8	3.1	100.0	YES	YES	YES
E5	#	7	2		29	8	2	48	14.2	30.0	18.0			*	2			3	1		6			*
	%	14.6	4.2		60.4	16.7	4.2	100.0				10.0	NO	1.3	33.3			50.0	16.7		100.0	29.6%	YES	92.8%
E7A	#	41	8	2	3	2		56	18.8	0.8	0.5				3						3			
	%	73.2	14.3	3.6	5.4	3.6		100.0				4.5	NO	NO	100.0						100.0	76.1%	YES	YES
E7B	#	92	9	6				107	8.8	1.1	1.7	*			27	1	2				30	*		
	%	86.0	8.4	5.6				100.0				0.4	1.1	1.7	90.0	3.3	6.7				100.0	95.5%	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 2018 75.9 percent

Level of Goal Attainment for 2019 84.1 percent

Level of Goal Attainment for 2020 81.2 percent

South Carolina Ports Authority (Page 2 of 2)

Agency Director: James I Newsome III

EEO Officer: Beverly Cowart

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7C	#	188	115	17	3	3		326	22.8	2.1	0.1				43	30	5	1	2		81			
	%	57.7	35.3	5.2	0.9	0.9		100.0				NO	1.2	NO	53.1	37.0	6.2	1.2	2.5		100.0	YES	42.9%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 75.9 percent
Level of Goal Attainment for 2019 84.1 percent
Level of Goal Attainment for 2020 81.2 percent

Department of Probation, Parole and Pardon Services

Agency Director: Jerry B. Adger
EEO Officer: Paul Angus

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	8	2		5	7	3	25	7.9	24.6	9.0				2				2		4			
	%	32.0	8.0		20.0	28.0	12.0	100.0				NO	4.6	NO	50.0				50.0		100.0	YES	81.3%	YES
E2	#	15	15	2	69	121	5	227	9.3	34.5	23.6				8	4		11	14		37			
	%	6.6	6.6	0.9	30.4	53.3	2.2	100.0				2.7	4.1	NO	21.6	10.8		29.7	37.8		100.0	71.0%	88.1%	YES
E2A	#	150	60	5	95	68	3	381	16.1	9.3	5.4				33	9	1	18	14	1	76			
	%	39.4	15.7	1.3	24.9	17.8	0.8	100.0				0.4	NO	NO	43.4	11.8	1.3	23.7	18.4	1.3	100.0	97.5%	YES	YES
E3	#	1	1		3	1	1	7	12.6	18.0	14.3					1		1			2			
	%	14.3	14.3		42.9	14.3	14.3	100.0				NO	NO	0.0		50.0		50.0			100.0	YES	YES	YES
E5	#	2			29	23	2	56	10.2	32.1	31.2							7	8		15			
	%	3.6			51.8	41.1	3.6	100.0				10.2	NO	NO				46.7	53.3		100.0	0.0%	YES	YES
E6 and E8	#	1			2	1		4	8.7	50.1	21.0	*	*					1			1	*	*	
	%	25.0			50.0	25.0		100.0				8.7	0.1	NO				100.0			100.0	0.0%	99.8%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	88.3 percent
Level of Goal Attainment for	2019	91.4 percent
Level of Goal Attainment for	2020	90.5 percent

SC Public Employee Benefit Authority

Agency Director: Peggy G. Boykin, CPA

EEO Officer: Kim Brown

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6			9	2		17	4.3	27.7	6.3	*										*		
	%	35.3			52.9	11.8		100.0				4.3	NO	NO							100.0	0.0%	YES	YES
E2	#	43	13		64	75	4	199	6.8	41.5	19.7	*			3	1	1	4	11		20	*		
	%	21.6	6.5		32.2	37.7	2.0	100.0				0.3	9.3	NO	15.0	5.0	5.0	20.0	55.0		100.0	95.6%	77.6%	YES
E3	#	20	5		1	2	3	31	5.1	18.8	6.0				1	1		1			3			
	%	64.5	16.1		3.2	6.5	9.7	100.0				NO	15.6	NO	33.3	33.3		33.3			100.0	YES	17.0%	YES
E5	#	1			1	1		3	7.8	38.7	23.9	*	*									*	*	
	%	33.3			33.3	33.3		100.0				7.8	5.4	NO							100.0	0.0%	86.0%	YES
E6 and E8	#		2		2	5		9	11.8	34.4	22.2													
	%		22.2		22.2	55.6		100.0				NO	12.2	NO							100.0	YES	64.5%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	90.9	percent
Level of Goal Attainment for	2019	85.2	percent
Level of Goal Attainment for	2020	87.7	percent

Department of Public Safety (Page 1 of 2)

Agency Director: Leroy Smith

EEO Officer: Tonya Chambers

1		2							3			4			5							6		
EEO CATEGORY		ACTUAL WORKFORCE ON 9/30/2020							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							% OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1						1	5.2	25.9	5.2	*	*	*	1						1	*	*	*
	%	100.0						100.0				5.2	25.9	5.2	100.0						100.0	0.0%	0.0%	0.0%
E2A	#	3	3		4	4	1	15	5.1	32.9	9.0		*		3	3		4	4	1	15		*	
	%	20.0	20.0		26.7	26.7	6.7	100.0				NO	6.2	NO	20.0	20.0		26.7	26.7	6.7	100.0	YES	81.2%	YES
E2B	#	72	15	4	4			95	11.4	9.9	3.4				72	15	4	4			95			
	%	75.8	15.8	4.2	4.2			100.0				NO	5.7	3.4	75.8	15.8	4.2	4.2			100.0	YES	42.4%	0.0%
E2C	#	1	2		4	6	1	14	4.0	38.8	11.1				1	2		4	6	1	14			
	%	7.1	14.3		28.6	42.9	7.1	100.0				NO	10.2	NO	7.1	14.3		28.6	42.9	7.1	100.0	YES	73.7%	YES
E3	#	10	5	2	13	20	4	54	2.5	28.2	11.7				10	5	2	13	20	4	54			
	%	18.5	9.3	3.7	24.1	37.0	7.4	100.0				NO	4.1	NO	18.5	9.3	3.7	24.1	37.0	7.4	100.0	YES	85.5%	YES
E4	#	72	19	10	4	2	2	109	9.8	8.9	3.8				72	19	11	4	2	2	110			
	%	66.1	17.4	9.2	3.7	1.8	1.8	100.0				NO	5.2	2.0	65.5	17.3	10.0	3.6	1.8	1.8	100.0	YES	41.6%	47.4%
E5	#				2	2	1	5	0.7	67.7	16.4	*						2	2	1	5	*		
	%				40.0	40.0	20.0	100.0				0.7	27.7	NO				40.0	40.0	20.0	100.0	0.0%	59.1%	YES
E6	#				3	1		4	4.1	58.1	14.3	*						3	1		4	*		
	%				75.0	25.0		100.0				4.1	NO	NO				75.0	25.0		100.0	0.0%	YES	YES
E7	#	1	1					2	15.6	6.4	2.6		*	*	1	1					2		*	*
	%	50.0	50.0					100.0				NO	6.4	2.6	50.0	50.0					100.0	YES	0.0%	0.0%

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

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

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

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

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

Level of Goal Attainment for 2018 83.3 percent

Level of Goal Attainment for 2019 85.4 percent

Level of Goal Attainment for 2020 81.5 percent

Department of Public Safety (Page 2 of 2)

Agency Director: Leroy Smith

EEO Officer: Tonya Chambers

1		2							3			4			5							6		
EEO CATEGORY		ACTUAL WORKFORCE ON 9/30/2020							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							% OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	#							0	17.7	18.1	9.3	*	*	*								*	*	*
	%							100.0				17.7	18.1	9.3							100.0	0.0%	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 83.3 percent
Level of Goal Attainment for 2019 85.4 percent
Level of Goal Attainment for 2020 81.5 percent

Public Service Commission

Agency Director: Jocelyn Boyd
EEO Officer: Christa Wiebelt

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			3			5	4.8	29.6	6.1	*		*	1			1			2	*		*
	%	40.0			60.0			100.0				4.8	NO	6.1	50.0			50.0			100.0	0.0%	YES	0.0%
E2	#	5			2	1		8	3.1	35.3	4.7	*	*					1			1	*	*	
	%	62.5			25.0	12.5		100.0				3.1	10.3	NO				100.0			100.0	0.0%	70.8%	YES
E3, E5 and E6	#	1			7	3		11	7.4	46.7	10.0	*										*		
	%	9.1			63.6	27.3		100.0				7.4	NO	NO							100.0	0.0%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	95.8	percent
Level of Goal Attainment for	2019	100.0	percent
Level of Goal Attainment for	2020	94.2	percent

Office of Regulatory Staff

Agency Director: Nanette Edwards

EEO Officer: Joye Lang

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			2			4	2.7	18.4	1.9	*		*								*		*
	%	50.0			50.0			100.0				2.7	NO	1.9							100.0	0.0%	YES	0.0%
E2	#	27	3	1	19	6	1	57	4.1	30.3	8.5				6	1		4	1	1	13			
	%	47.4	5.3	1.8	33.3	10.5	1.8	100.0				NO	NO	NO	46.2	7.7		30.8	7.7	7.7	100.0	YES	YES	YES
E3 and E5	#	7	1		5		1	14	1.7	50.7	18.0							2			2			
	%	50.0	7.1		35.7		7.1	100.0				NO	15.0	18.0				100.0			100.0	YES	70.4%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	87.4 percent
Level of Goal Attainment for	2019	94.3 percent
Level of Goal Attainment for	2020	81.5 percent

Retirement System Investment Commission

Agency Director: Michael Hitchcock

EEO Officer: Brittany Storey

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3			1			4	2.0	16.6	1.1	*		*								*		*
	%	75.0			25.0			100.0				2.0	NO	1.1							100.0	0.0%	YES	0.0%
E2	#	25	1		7	2		35	5.6	32.3	6.8	*		*	7			1			8	*		*
	%	71.4	2.9		20.0	5.7		100.0				2.7	12.3	1.1	87.5			12.5			100.0	51.8%	61.9%	83.8%
E3, E5 and E6	#				4	1		5	3.0	57.4	16.1	*						1			1	*		
	%				80.0	20.0		100.0				3.0	NO	NO				100.0			100.0	0.0%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	80.1 percent
Level of Goal Attainment for	2019	86.2 percent
Level of Goal Attainment for	2020	82.9 percent

Department of Revenue

Agency Director: W. Hartley Powell

EEO Officer: Angela Stroud

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	21	5	1	25	9		61	6.1	25.5	7.8				5			4	2		11			
	%	34.4	8.2	1.6	41.0	14.8		100.0				NO	NO	NO	45.5			36.4	18.2		100.0	YES	YES	YES
E2	#	129	27	3	147	123	14	443	4.1	37.0	12.5				24	5	1	29	26	4	89			
	%	29.1	6.1	0.7	33.2	27.8	3.2	100.0				NO	3.8	NO	27.0	5.6	1.1	32.6	29.2	4.5	100.0	YES	89.7%	YES
E3	#	10	6	3	7	2	1	29	10.6	16.8	10.2			*	2	3	1	1			7			*
	%	34.5	20.7	10.3	24.1	6.9	3.4	100.0				NO	NO	3.3	28.6	42.9	14.3	14.3			100.0	YES	YES	67.6%
E4	#	8	3					11	2.0	0.0	9.8				1				1		2			
	%	72.7	27.3					100.0				NO	NO	9.8	50.0				50.0		100.0	YES	YES	0.0%
E5	#	11	4	1	27	40	2	85	4.8	36.8	18.7	*			3	1		4	17	2	27	*		
	%	12.9	4.7	1.2	31.8	47.1	2.4	100.0				0.1	5.0	NO	11.1	3.7		14.8	63.0	7.4	100.0	97.9%	86.4%	YES
E6	#	6	4		6	14	1	31	7.2	41.7	21.9								1		1			
	%	19.4	12.9		19.4	45.2	3.2	100.0				NO	22.3	NO					100.0		100.0	YES	46.5%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 95.9 percent
Level of Goal Attainment for 2019 94.3 percent
Level of Goal Attainment for 2020 88.2 percent

Revenue and Fiscal Affairs Office

Agency Director: Frank A. Rainwater

EEO Officer: Deborah Glenn

1		2							3			4			5							6		
EEO CATEGORY		ACTUAL WORKFORCE ON 9/30/2020							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							% OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7			7			14	5.6	32.5	5.8	*		*								*		*
	%	50.0			50.0			100.0				5.6	NO	5.8							100.0	0.0%	YES	0.0%
E2	#	16	2		12	2	2	34	6.1	27.0	6.3	*		*	3			1	1	1	6	*		*
	%	47.1	5.9		35.3	5.9	5.9	100.0				0.2	NO	0.4	50.0			16.7	16.7	16.7	100.0	96.7%	YES	93.7%
E3	#	8	1	1	1			11	5.9	13.5	4.0		*	*	1						1		*	*
	%	72.7	9.1	9.1	9.1			100.0				NO	4.4	4.0	100.0						100.0	YES	67.4%	0.0%
E6	#				4	2		6	2.6	50.8	16.9	*										*		
	%				66.7	33.3		100.0				2.6	NO	NO							100.0	0.0%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	88.8	percent
Level of Goal Attainment for	2019	97.4	percent
Level of Goal Attainment for	2020	94.7	percent

Santee Cooper

Agency Director: Mark Bonsall

EEO Officer: Ken Lott

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7	1	1	4	3		16	4.2	18.2	3.5				3	1		1	1		6			
	%	43.8	6.3	6.3	25.0	18.8		100.0				NO	NO	NO	50.0	16.7		16.7	16.7		100.0	YES	YES	YES
E2	#	301	38	14	137	31	6	527	6.5	22.9	5.5				37	2	2	11	5		57			
	%	57.1	7.2	2.7	26.0	5.9	1.1	100.0				NO	NO	NO	64.9	3.5	3.5	19.3	8.8		100.0	YES	YES	YES
E3	#	80	14	2	20	11		127	10.0	15.7	6.6				4				1		5			
	%	63.0	11.0	1.6	15.7	8.7		100.0				NO	0.0	NO	80.0				20.0		100.0	YES	YES	YES
E6	#	25	12	2	74	17	3	133	7.5	47.0	11.9				3			4			7			
	%	18.8	9.0	1.5	55.6	12.8	2.3	100.0				NO	NO	NO	42.9			57.1			100.0	YES	YES	YES
E7 and E8	#	604	134	13	28	26		805	14.8	3.3	2.7				59	4	4	4			71			
	%	75.0	16.6	1.6	3.5	3.2		100.0				NO	NO	NO	83.1	5.6	5.6	5.6			100.0	YES	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	99.8	percent
Level of Goal Attainment for	2019	99.6	percent
Level of Goal Attainment for	2020	100.0	percent

South Carolina Secretary of State's Office

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1			5	2		8	5.2	25.6	6.1	*										*		
	%	12.5			62.5	25.0		100.0				5.2	NO	NO							100.0	0.0%	YES	YES
E2	#	1		1	4	3		9	4.8	31.2	11.3	*						1			1	*		
	%	11.1		11.1	44.4	33.3		100.0				4.8	NO	NO				100.0			100.0	0.0%	YES	YES
E5	#				5	7	1	13	4.7	35.2	33.8	*						2	1		3	*		
	%				38.5	53.8	7.7	100.0				4.7	NO	NO				66.7	33.3		100.0	0.0%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	100.0	percent
Level of Goal Attainment for	2019	97.5	percent
Level of Goal Attainment for	2020	100.0	percent

Department of Social Services

Agency Director: Michael Leach

EEO Officer: Valencia Gadson

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	16	6	1	25	17		65	0.6	46.4	2.9				1			1	1		3			
	%	24.6	9.2	1.5	38.5	26.2		100.0				NO	7.9	NO	33.3			33.3	33.3		100.0	YES	83.0%	YES
E2 and E2A	#	77	36	4	7	250	8	382	3.8	31.9	16.8				3	5	1	23	14		46			
	%	20.2	9.4	1.0	1.8	65.4	2.1	100.0				NO	30.1	NO	6.5	10.9	2.2	50.0	30.4		100.0	YES	5.6%	YES
E2B	#	45	46	2	210	429	13	745	4.5	32.8	26.3				4	5		12	20	2	43			
	%	6.0	6.2	0.3	28.2	57.6	1.7	100.0				NO	4.6	NO	9.3	11.6		27.9	46.5	4.7	100.0	YES	86.0%	YES
E2C	#	90	133	4	655	1479	56	2417	4.8	29.1	28.3				34	56	3	217	401	20	731			
	%	3.7	5.5	0.2	27.1	61.2	2.3	100.0				NO	2.0	NO	4.7	7.7	0.4	29.7	54.9	2.7	100.0	YES	93.1%	YES
E3	#	2	5	2	8	12		29	12.1	15.4	4.6					2			2		4			
	%	6.9	17.2	6.9	27.6	41.4		100.0				NO	NO	NO		50.0			50.0		100.0	YES	YES	YES
E5A	#				3	4		7	1.3	66.5	13.9	*										*		
	%				42.9	57.1		100.0				1.3	23.6	NO							100.0	0.0%	64.5%	YES
E5B	#	2	6		87	71	4	170	0.9	66.3	16.5					3		13	9		25			
	%	1.2	3.5		51.2	41.8	2.4	100.0				NO	15.1	NO		12.0		52.0	36.0		100.0	YES	77.2%	YES
E6A	#		2		91	141	7	241	0.5	69.1	16.1					2		18	25	1	46			
	%		0.8		37.8	58.5	2.9	100.0				NO	31.3	NO		4.3		39.1	54.3	2.2	100.0	YES	54.7%	YES
E6B	#		1			1		2	15.9	29.7	16.7		*						1		1		*	
	%		50.0			50.0		100.0				NO	29.7	NO					100.0		100.0	YES	0.0%	YES

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

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

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

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

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

Level of Goal Attainment for 2018 75.8 percent

Level of Goal Attainment for 2019 86.1 percent

Level of Goal Attainment for 2020 90.6 percent

South Carolina State University (Page 1 of 2)

Agency Director: James E. Clark

EEO Officer: Ron York

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#		4			15	1	20	4.3	32.4	9.0					1			5		6			
	%		20.0			75.0	5.0	100.0				NO	32.4	NO		16.7			83.3		100.0	YES	0.0%	YES
C2	#		5	1		6		12	5.6	38.0	13.0													
	%		41.7	8.3		50.0		100.0				NO	38.0	NO							100.0	YES	0.0%	YES
C3	#	9	11	5	3	2	1	31	4.4	32.1	6.9			*										*
	%	29.0	35.5	16.1	9.7	6.5	3.2	100.0				NO	22.4	0.4							100.0	YES	30.2%	94.2%
C4	#	5	12	5	2	18	4	46	4.2	31.7	6.7					1					1			
	%	10.9	26.1	10.9	4.3	39.1	8.7	100.0				NO	27.4	NO		100.0					100.0	YES	13.6%	YES
C5	#	2	9	4	2	18	1	36	4.7	33.1	7.1				1		1	2	5		9			
	%	5.6	25.0	11.1	5.6	50.0	2.8	100.0				NO	27.5	NO	11.1		11.1	22.2	55.6		100.0	YES	16.9%	YES
C6	#	2	10			18		30	3.9	32.6	6.9				2	1			3		6			
	%	6.7	33.3			60.0		100.0				NO	32.6	NO	33.3	16.7			50.0		100.0	YES	0.0%	YES
C7	#								4.4	31.0	7.4	*	*	*								*	*	*
	%							100.0				4.4	31.0	7.4							100.0	0.0%	0.0%	0.0%
C8	#		2				3	5	7.7	28.5	12.3			*		2				1	3			*
	%		40.0				60.0	100.0				NO	28.5	12.3		66.7				33.3	100.0	YES	0.0%	0.0%
C9	#	3	14		2	8		27	6.1	27.8	7.8					5				5	10			
	%	11.1	51.9		7.4	29.6		100.0				NO	20.4	NO		50.0				50.0	100.0	YES	26.6%	YES

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

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

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

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

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

Level of Goal Attainment for 2018 68.6 percent

Level of Goal Attainment for 2019 71.4 percent

Level of Goal Attainment for 2020 71.6 percent

South Carolina State University (Page 2 of 2)

Agency Director: James E. Clark

EEO Officer: Ron York

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#		12	1	1	44	3	61	5.7	39.9	13.9				1	4			8		13			
	%		19.7	1.6	1.6	72.1	4.9	100.0				NO	38.3	NO	7.7	30.8			61.5		100.0	YES	4.0%	YES
E3	#		7			11		18	7.2	29.2	12.7					1			2		3			
	%		38.9			61.1		100.0				NO	29.2	NO		33.3			66.7		100.0	YES	0.0%	YES
E4	#		12			2		14	21.8	7.6	10.0					3			1		4			
	%		85.7			14.3		100.0				NO	7.6	NO		75.0			25.0		100.0	YES	0.0%	YES
E5	#		1			14		15	1.7	58.6	23.0								2		2			
	%		6.7			93.3		100.0				NO	58.6	NO					100.0		100.0	YES	0.0%	YES
E6	#		3		1	19		23	1.4	53.3	22.7					1	1				2			
	%		13.0		4.3	82.6		100.0				NO	49.0	NO		50.0	50.0				100.0	YES	8.1%	YES
E7 and E8	#		2			1		3	16.7	16.7	10.6		*						1		1		*	
	%		66.7			33.3		100.0				NO	16.7	NO					100.0		100.0	YES	0.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	68.6 percent
Level of Goal Attainment for	2019	71.4 percent
Level of Goal Attainment for	2020	71.6 percent

State Board for Technical and Comprehensive Education

Agency Director: Dr. Tim Hardee

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3		1	3	2		9	3.1	22.5	4.7	*										*		
	%	33.3		11.1	33.3	22.2		100.0				3.1	NO	NO							100.0	0.0%	YES	YES
E2	#	26	11	3	32	11	3	86	6.3	31.8	10.4				2			3	2	1	8			
	%	30.2	12.8	3.5	37.2	12.8	3.5	100.0				NO	NO	NO	25.0			37.5	25.0	12.5	100.0	YES	YES	YES
E3, E5 and E7	#	5	2		10	5		22	8.1	31.7	11.0				1			1			2			
	%	22.7	9.1		45.5	22.7		100.0				NO	NO	NO	50.0			50.0			100.0	YES	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	98.3	percent
Level of Goal Attainment for	2019	100.0	percent
Level of Goal Attainment for	2020	100.0	percent

Aiken Technical College

President: Dr. Forest E. Mahan

EEO Officer: Sylvia M. Byrd

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1	#	3				1		4	3.6	30.1	11.0	*							1		1	*		
	%	75.0				25.0		100.0				3.6	30.1	NO					100.0		100.0	0.0%	0.0%	YES
T3, T4 and T5	#	22	5		16	11	3	57	2.2	31.7	12.2				1	1		1			3			
	%	38.6	8.8		28.1	19.3	5.3	100.0				NO	3.6	NO	33.3	33.3		33.3			100.0	YES	88.6%	YES
E2 and E3	#	9	1	1	24	9		44	7.9	31.4	9.6						1	4			5			
	%	20.5	2.3	2.3	54.5	20.5		100.0				5.6	NO	NO			20.0	80.0			100.0	29.1%	YES	YES
E5 and E6	#		1		12	8	2	23	3.2	55.9	16.0		*				4	2	1		7		*	
	%		4.3		52.2	34.8	8.7	100.0				NO	3.7	NO			57.1	28.6	14.3		100.0	YES	93.4%	YES
E7 and E8	#	3	1					4	5.8	1.7	0.0		*										*	
	%	75.0	25.0					100.0				NO	1.7	NO							100.0	YES	0.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 89.7 percent
Level of Goal Attainment for 2019 91.6 percent
Level of Goal Attainment for 2020 85.5 percent

Central Carolina Technical College

President: Michael Mikota

EEO Officer: Ronalda Stover

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	2			4			6	4.9	32.6	17.0	*										*		
	%	33.3			66.7			100.0				4.9	NO	17.0							100.0	0.0%	YES	0.0%
T3 and T4	#	35	4	2	46	8	4	99	3.6	32.9	9.8				3			5	1		9			
	%	35.4	4.0	2.0	46.5	8.1	4.0	100.0				NO	NO	1.7	33.3			55.6	11.1		100.0	YES	YES	82.7%
T5 and E2	#	9	3	1	19	16	7	55	7.5	34.6	19.9		*					4		1	5		*	
	%	16.4	5.5	1.8	34.5	29.1	12.7	100.0				2.0	0.1	NO				80.0		20.0	100.0	73.3%	99.7%	YES
E3, E4 and E5	#	7	6	1	6	5	1	26	17.0	24.1	11.9		*		2						2		*	
	%	26.9	23.1	3.8	23.1	19.2	3.8	100.0				NO	1.0	NO	100.0						100.0	YES	95.9%	YES
E6	#		1		16	7	1	25	1.4	65.8	17.0		*					4	1		5		*	
	%		4.0		64.0	28.0	4.0	100.0				NO	1.8	NO				80.0	20.0		100.0	YES	97.3%	YES
E7 and E8	#	11	8		3	9		31	22.6	9.7	9.6				5	3		1	4		13			
	%	35.5	25.8		9.7	29.0		100.0				NO	0.0	NO	38.5	23.1		7.7	30.8		100.0	YES	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	94.8 percent
Level of Goal Attainment for	2019	90.0 percent
Level of Goal Attainment for	2020	91.1 percent

Denmark Technical College

President: Dr. Willie L. Todd

EEO Officer: Thomas W. Mayer

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	#		6			2		8	6.2	40.9	18.4					5			2		7			
	%		75.0			25.0		100.0				NO	40.9	NO		71.4			28.6		100.0	YES	0.0%	YES
T3 and T4	#	7	9	4	5	8	2	35	4.4	26.8	7.7					8	2	5	4	1	20			
	%	20.0	25.7	11.4	14.3	22.9	5.7	100.0				NO	12.5	NO		40.0	10.0	25.0	20.0	5.0	100.0	YES	53.4%	YES
E2	#		5		1	10		16	9.1	35.0	20.3				1	2		1	5		9			
	%		31.3		6.3	62.5		100.0				NO	28.7	NO	11.1	22.2		11.1	55.6		100.0	YES	18.0%	YES
E3, E5 and E6	#	2	4		3	12		21	3.2	52.7	15.9				1	3			5		9			
	%	9.5	19.0		14.3	57.1		100.0				NO	38.4	NO	11.1	33.3			55.6		100.0	YES	27.1%	YES
E4	#	2	1			1		4	29.8	9.9	13.9	*	*		1	1			1		3	*	*	
	%	50.0	25.0			25.0		100.0				4.8	9.9	NO	33.3	33.3			33.3		100.0	83.9%	0.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	70.4	percent
Level of Goal Attainment for	2019	75.3	percent
Level of Goal Attainment for	2020	77.3	percent

Florence-Darlington Technical College

President: Edward Bethea
EEO Officer: Terry Dingle

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	4	3		1	1	1	10	7.5	36.2	11.6			*										*
	%	40.0	30.0		10.0	10.0	10.0	100.0				NO	26.2	1.6							100.0	YES	27.6%	86.2%
T3, T4 and T5	#	29	5	3	29	14	4	84	3.7	33.1	5.3				1			4	2		7			
	%	34.5	6.0	3.6	34.5	16.7	4.8	100.0				NO	NO	NO	14.3			57.1	28.6		100.0	YES	YES	YES
E2	#	12	4	1	25	18	2	62	5.0	33.9	10.4				1			1			2			
	%	19.4	6.5	1.6	40.3	29.0	3.2	100.0				NO	NO	NO	50.0			50.0			100.0	YES	YES	YES
E5 and E6	#	2	1		17	16		36	1.2	63.0	18.4							1			1			
	%	5.6	2.8		47.2	44.4		100.0				NO	15.8	NO				100.0			100.0	YES	74.9%	YES
E3, E7 and E8	#	22	8	1	4	2		37	13.6	9.4	4.4				3						3			
	%	59.5	21.6	2.7	10.8	5.4		100.0				NO	NO	NO	100.0						100.0	YES	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	86.9	percent
Level of Goal Attainment for	2019	95.3	percent
Level of Goal Attainment for	2020	92.6	percent

Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Susan M. Jones

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	7	2		7	7	1	24	4.0	34.0	8.5				2						2			
	%	29.2	8.3		29.2	29.2	4.2	100.0				NO	4.8	NO	100.0						100.0	YES	85.9%	YES
T3 and T4	#	115	13	8	160	20	10	326	2.8	33.7	4.3				8	1	2	15	1		27			
	%	35.3	4.0	2.5	49.1	6.1	3.1	100.0				NO	NO	NO	29.6	3.7	7.4	55.6	3.7		100.0	YES	YES	YES
T5 and E2	#	46	10	1	80	48	3	188	5.1	36.9	12.4				2	2		11	5	2	22			
	%	24.5	5.3	0.5	42.6	25.5	1.6	100.0				NO	NO	NO	9.1	9.1		50.0	22.7	9.1	100.0	YES	YES	YES
E3, E4 and E5	#	26	6	1	43	23	7	106	4.8	40.9	7.4		*		4		1	6	1	1	13		*	
	%	24.5	5.7	0.9	40.6	21.7	6.6	100.0				NO	0.3	NO	30.8		7.7	46.2	7.7	7.7	100.0	YES	99.3%	YES
E6	#	9	1		23	13	3	49	0.1	75.3	10.7				1			3	3		7			
	%	18.4	2.0		46.9	26.5	6.1	100.0				NO	28.4	NO	14.3			42.9	42.9		100.0	YES	62.3%	YES
E7 and E8	#	28	9	1	10	16	1	65	11.3	13.8	6.8				4	2		4			10			
	%	43.1	13.8	1.5	15.4	24.6	1.5	100.0				NO	NO	NO	40.0	20.0		40.0			100.0	YES	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	96.1 percent
Level of Goal Attainment for	2019	96.1 percent
Level of Goal Attainment for	2020	97.1 percent

Horry-Georgetown Technical College

President: Marilyn Fore
EEO Officer: Jackie Snyder

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	2	1		5			8	1.6	40.8	11.3			*										*
	%	25.0	12.5		62.5			100.0				NO	NO	11.3							100.0	YES	YES	0.0%
T3 and T4	#	77	5	2	70	6	3	163	3.1	33.8	1.6				4		2	12			18			
	%	47.2	3.1	1.2	42.9	3.7	1.8	100.0				0.0	NO	NO	22.2		11.1	66.7			100.0	YES	YES	YES
T5 and E2	#	17	2		48	16	3	86	2.8	36.8	13.2	*			1			6	1	4	12	*		
	%	19.8	2.3		55.8	18.6	3.5	100.0				0.5	NO	NO	8.3			50.0	8.3	33.3	100.0	82.1%	YES	YES
E3 and E5	#	7	2		8	6	1	24	2.4	35.5	6.0		*		3			1	1		5		*	
	%	29.2	8.3		33.3	25.0	4.2	100.0				NO	2.2	NO	60.0			20.0	20.0		100.0	YES	93.8%	YES
E6	#		1		10	3		14	0.5	69.9	2.8							2			2			
	%		7.1		71.4	21.4		100.0				NO	NO	NO				100.0			100.0	YES	YES	YES
E7 and E8	#	21	1	1	9	1	2	35	12.7	11.3	5.0			*				1	1		2			*
	%	60.0	2.9	2.9	25.7	2.9	5.7	100.0				9.8	NO	2.1				50.0	50.0		100.0	22.8%	YES	58.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	94.6	percent
Level of Goal Attainment for	2019	95.0	percent
Level of Goal Attainment for	2020	91.6	percent

Technical College of the LowCountry

President: Dr. Richard Gough

EEO Officer: Sharon J. O'Neal

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	#	4			5			9	2.3	33.8	6.9	*		*				3			3	*		*
	%	44.4			55.6			100.0				2.3	NO	6.9				100.0			100.0	0.0%	YES	0.0%
T3 and T4	#	14	5		28	6	2	55	1.4	30.1	4.7					1		4	2	1	8			
	%	25.5	9.1		50.9	10.9	3.6	100.0				NO	NO	NO		12.5		50.0	25.0	12.5	100.0	YES	YES	YES
E2	#	4	3		19	14		40	8.2	31.9	16.9	*			1		1	5	5		12	*		
	%	10.0	7.5		47.5	35.0		100.0				0.7	NO	NO	8.3		8.3	41.7	41.7		100.0	91.5%	YES	YES
E3, E5 and E6	#	4		1	11	6	2	24	3.1	51.8	11.7	*			2			1			3	*		
	%	16.7		4.2	45.8	25.0	8.3	100.0				3.1	6.0	NO	66.7			33.3			100.0	0.0%	88.4%	YES
E7 and E8	#	6	1		1	1	1	10	12.6	3.9	9.3	*			2						2	*		
	%	60.0	10.0		10.0	10.0	10.0	100.0				2.6	NO	NO	100.0						100.0	79.4%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	93.8	percent
Level of Goal Attainment for	2019	94.6	percent
Level of Goal Attainment for	2020	96.6	percent

Midlands Technical College

President: Dr. Ronald L. Rhames

EEO Officer: Nicole B. Edwards

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	6	2	1	13	9		31	6.2	34.2	11.3							1			1			
	%	19.4	6.5	3.2	41.9	29.0		100.0				NO	NO	NO				100.0			100.0	YES	YES	YES
T3 and T4	#	85	12	4	87	30	9	227	3.7	33.1	6.8				8			8	1		17			
	%	37.4	5.3	1.8	38.3	13.2	4.0	100.0				NO	NO	NO	47.1			47.1	5.9		100.0	YES	YES	YES
T5 and E2	#	38	18		67	62	5	190	7.2	32.5	16.7				2	3		8	10	3	26			
	%	20.0	9.5		35.3	32.6	2.6	100.0				NO	NO	NO	7.7	11.5		30.8	38.5	11.5	100.0	YES	YES	YES
E3	#	18	3	1	14	9		45	8.6	21.8	9.7	*				1			1		2	*		
	%	40.0	6.7	2.2	31.1	20.0		100.0				1.9	NO	NO		50.0			50.0		100.0	77.9%	YES	YES
E4 and E5	#	3	1	1	13	11	3	32	5.4	45.2	13.2	*						2			2	*		
	%	9.4	3.1	3.1	40.6	34.4	9.4	100.0				2.3	4.6	NO				100.0			100.0	57.4%	89.8%	YES
E6	#	1	1		16	16	1	35	2.9	60.2	16.2					1			1		2			
	%	2.9	2.9		45.7	45.7	2.9	100.0				0.0	14.5	NO		50.0			50.0		100.0	YES	75.9%	YES
E7	#	10	2			1		13	6.6	6.9	1.3		*										*	
	%	76.9	15.4			7.7		100.0				NO	6.9	NO							100.0	YES	0.0%	YES
E8	#	9	2		3	2		16	19.2	12.5	7.5				2	2					4			
	%	56.3	12.5		18.8	12.5		100.0				6.7	NO	NO	50.0	50.0					100.0	65.1%	YES	YES
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	86.2	percent
Level of Goal Attainment for	2019	88.7	percent
Level of Goal Attainment for	2020	94.2	percent

Northeastern Technical College

President: Dr. Kyle Wagner, PhD

EEO Officer: Christi Meggs

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	6	1	2	4	3		16	4.5	28.6	12.1		*		1		1				2		*	
	%	37.5	6.3	12.5	25.0	18.8		100.0				NO	3.6	NO	50.0		50.0				100.0	YES	87.4%	YES
T3 and T4	#	12	1	1	7	2		23	0.8	46.5	11.3			*	5		1	3	1		10			*
	%	52.2	4.3	4.3	30.4	8.7		100.0				NO	16.1	2.6	50.0		10.0	30.0	10.0		100.0	YES	65.4%	77.0%
E2, E3 and E5	#	8	2		7	9	1	27	2.3	31.0	26.1				3			1		2	6			
	%	29.6	7.4		25.9	33.3	3.7	100.0				NO	5.1	NO	50.0			16.7		33.3	100.0	YES	83.5%	YES
E6	#				2	2	1	5	0.0	64.1	21.7								2		2			
	%				40.0	40.0	20.0	100.0				NO	24.1	NO					100.0		100.0	YES	62.4%	YES
E7 and E8	#	4			1	3		8	31.1	7.1	5.7													
	%	50.0			12.5	37.5		100.0				31.1	NO	NO							100.0	0.0%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 85.1 percent
Level of Goal Attainment for 2019 80.2 percent
Level of Goal Attainment for 2020 85.0 percent

Orangeburg-Calhoun Technical College

President: Dr. Walt A. Tobin

EEO Officer: Marie S. Howell

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	1			1	2		4	4.7	24.8	9.0	*							1		1	*		
	%	25.0			25.0	50.0		100.0				4.7	NO	NO					100.0		100.0	0.0%	YES	YES
T3 and T4	#	18	5		32	12	1	68	4.4	30.0	11.9				2				5		7			
	%	26.5	7.4		47.1	17.6	1.5	100.0				NO	NO	NO	28.6				71.4		100.0	YES	YES	YES
T5 and E2	#	4	3		17	11		35	10.2	29.6	28.3	*				1			2		3	*		
	%	11.4	8.6		48.6	31.4		100.0				1.6	NO	NO		33.3			66.7		100.0	84.3%	YES	YES
E3, E4 and E5	#	4	2		11	5		22	7.5	28.8	21.8				1			1	2		4			
	%	18.2	9.1		50.0	22.7		100.0				NO	NO	NO	25.0			25.0	50.0		100.0	YES	YES	YES
E6	#				9	4		13	0.2	56.8	24.5	*										*		
	%				69.2	30.8		100.0				0.2	NO	NO							100.0	0.0%	YES	YES
E7 and E8	#	6	7	1	2	1		17	32.9	4.9	12.3					1	1				2			
	%	35.3	41.2	5.9	11.8	5.9		100.0				NO	NO	6.4		50.0	50.0				100.0	YES	YES	48.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 91.1 percent
Level of Goal Attainment for 2019 90.1 percent
Level of Goal Attainment for 2020 95.8 percent

Piedmont Technical College

President: Dr. Ray Brooks
EEO Officer: Alesia Brown

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	3			4	1		8	3.4	44.8	10.7	*						1			1	*		
	%	37.5			50.0	12.5		100.0				3.4	NO	NO				100.0			100.0	0.0%	YES	YES
T3 and T4	#	40	7	3	55	10	3	118	2.9	37.1	4.5				2		1	6	2	1	12			
	%	33.9	5.9	2.5	46.6	8.5	2.5	100.0				NO	NO	NO	16.7		8.3	50.0	16.7	8.3	100.0	YES	YES	YES
T5 and E2	#	19	5		37	17	1	79	6.3	35.0	13.1							1	2		3			
	%	24.1	6.3		46.8	21.5	1.3	100.0				0.0	NO	NO				33.3	66.7		100.0	YES	YES	YES
E3, E4 and E5	#	7	2		12	1		22	3.4	24.9	5.7			*	1	1		1			3			*
	%	31.8	9.1		54.5	4.5		100.0				NO	NO	1.2	33.3	33.3		33.3			100.0	YES	YES	78.9%
E6	#	1	2		17	10		30	0.7	63.6	17.7							3			3			
	%	3.3	6.7		56.7	33.3		100.0				NO	6.9	NO				100.0			100.0	YES	89.2%	YES
E7	#	9						9	9.4	3.1	0.0	*	*									*	*	
	%	100.0						100.0				9.4	3.1	NO							100.0	0.0%	0.0%	YES
E8	#	2	1	1				4	20.8	4.8	1.4		*	*									*	*
	%	50.0	25.0	25.0				100.0				NO	4.8	1.4							100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	92.9	percent
Level of Goal Attainment for	2019	95.7	percent
Level of Goal Attainment for	2020	98.0	percent

Spartanburg Community College

President: G. Michael Mikota

EEO Officer: Rick Teal

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	9	3		9	1		22	5.1	40.1	8.5			*				2	1		3			*
	%	40.9	13.6		40.9	4.5		100.0				NO	NO	4.0				66.7	33.3		100.0	YES	YES	52.9%
T3 and T4	#	46	4	4	62	8	3	127	2.3	35.5	4.7				1		2	5			8			
	%	36.2	3.1	3.1	48.8	6.3	2.4	100.0				NO	NO	NO	12.5		25.0	62.5			100.0	YES	YES	YES
T5 and E2	#	13	4		42	9	1	69	6.2	42.7	11.4	*			2	1		9	1	1	14	*		
	%	18.8	5.8		60.9	13.0	1.4	100.0				0.4	NO	NO	14.3	7.1		64.3	7.1	7.1	100.0	93.5%	YES	YES
E3, E5 and E6	#	11	2	2	38	12	1	66	1.4	57.6	9.3				1	1	1	7			10			
	%	16.7	3.0	3.0	57.6	18.2	1.5	100.0				NO	0.0	NO	10.0	10.0	10.0	70.0			100.0	YES	YES	YES
E4, E7 and E8	#	26	3	1	4	1		35	11.3	8.3	5.0	*		*	4			1	1		6	*		*
	%	74.3	8.6	2.9	11.4	2.9		100.0				2.7	NO	2.1	66.7			16.7	16.7		100.0	76.1%	YES	58.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 89.5 percent
Level of Goal Attainment for 2019 91.1 percent
Level of Goal Attainment for 2020 92.0 percent

Tri-County Technical College

President: Dr. Galen DeHay
EEO Officer: Marcia Leake

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	8			6	1		15	3.2	32.7	6.9	*		*	1			2			3	*		*
	%	53.3			40.0	6.7		100.0				3.2	NO	0.2	33.3			66.7			100.0	0.0%	YES	97.1%
T3	#	22	1	2	29	2		56	2.8	35.4	3.9	*		*	1			1			2	*		*
	%	39.3	1.8	3.6	51.8	3.6		100.0				1.0	NO	0.3	50.0			50.0			100.0	64.3%	YES	92.3%
T4	#	33	1	2	52	3	3	94	3.0	32.7	3.9			*	4			7	1		12			*
	%	35.1	1.1	2.1	55.3	3.2	3.2	100.0				1.9	NO	0.7	33.3			58.3	8.3		100.0	36.7%	YES	82.1%
T5 and E2	#	30	5	1	75	15		126	6.1	36.7	13.1				7	2		14	4		27			
	%	23.8	4.0	0.8	59.5	11.9		100.0				2.1	NO	1.2	25.9	7.4		51.9	14.8		100.0	65.6%	YES	90.8%
E3 and E5	#	10			18	5		33	5.1	37.8	6.2				1			2			3			
	%	30.3			54.5	15.2		100.0				5.1	NO	NO	33.3			66.7			100.0	0.0%	YES	YES
E6	#				15	6	2	23	0.5	71.8	9.2	*						2	2	1	5	*		
	%				65.2	26.1	8.7	100.0				0.5	6.6	NO				40.0	40.0	20.0	100.0	0.0%	90.8%	YES
E4, E7 and E8	#	14		1	4	1		20	11.1	13.0	3.4				3		1	1			5			
	%	70.0		5.0	20.0	5.0		100.0				11.1	NO	NO	60.0		20.0	20.0			100.0	0.0%	YES	YES
	#																							
	%							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	2018	83.2	percent
Level of Goal Attainment for	2019	78.6	percent
Level of Goal Attainment for	2020	80.0	percent

Trident Technical College

President: Dr. Mary Thornley

EEO Officer: Devetta Williams-Hughes

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	6	2		5	4	1	18	4.3	34.7	10.5													
	%	33.3	11.1		27.8	22.2	5.6	100.0				NO	6.9	NO							100.0	YES	80.1%	YES
T3 and T4	#	87	16	7	112	23	10	255	3.4	33.8	4.6													
	%	34.1	6.3	2.7	43.9	9.0	3.9	100.0				NO	NO	NO							100.0	YES	YES	YES
T5 and E2	#	47	23	7	70	53	7	207	6.8	33.4	17.6													
	%	22.7	11.1	3.4	33.8	25.6	3.4	100.0				NO	NO	NO							100.0	YES	YES	YES
E3, E5 and E6	#	23	7	2	46	31	5	114	5.2	48.0	14.2													
	%	20.2	6.1	1.8	40.4	27.2	4.4	100.0				NO	7.6	NO							100.0	YES	84.2%	YES
E4	#	5	4	2	1	1		13	14.7	8.5	4.0		*										*	
	%	38.5	30.8	15.4	7.7	7.7		100.0				NO	0.8	NO							100.0	YES	90.6%	YES
E7 and E8	#	14	16	3	6	9	2	50	23.1	10.7	11.9													
	%	28.0	32.0	6.0	12.0	18.0	4.0	100.0				NO	NO	NO							100.0	YES	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	97.8	percent
Level of Goal Attainment for	2019	97.6	percent
Level of Goal Attainment for	2020	97.5	percent

Williamsburg Technical College

President: Dr. Patricia A. Lee

EEO Officer: Jennifer C. Strong

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	2	1		2	3		8	4.9	36.3	11.7		*						2		2		*	
	%	25.0	12.5		25.0	37.5		100.0				NO	11.3	NO					100.0		100.0	YES	68.9%	YES
T3 and T4	#	4	7		6	8	1	26	3.5	30.2	6.8					2			4		6			
	%	15.4	26.9		23.1	30.8	3.8	100.0				NO	7.1	NO		33.3			66.7		100.0	YES	76.5%	YES
E2	#				7	4		11	12.3	24.0	22.0							2	1		3			
	%				63.6	36.4		100.0				12.3	NO	NO				66.7	33.3		100.0	0.0%	YES	YES
E3, E5 and E6	#	1	1		4	6		12	4.8	23.8	26.3					1		2			3			
	%	8.3	8.3		33.3	50.0		100.0				NO	NO	NO		33.3		66.7			100.0	YES	YES	YES
E7 and E8	#	1	5					6	59.6	3.0	3.3		*	*									*	*
	%	16.7	83.3					100.0				NO	3.0	3.3							100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 89.1 percent
Level of Goal Attainment for 2019 82.9 percent
Level of Goal Attainment for 2020 88.1 percent

York Technical College

President: Dr. Greg Rutherford

EEO Officer: Edwina Roseoboro-Barnes

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	5		1	3	4		13	3.6	34.1	8.7	*			1						1	*		
	%	38.5		7.7	23.1	30.8		100.0				3.6	11.0	NO	100.0						100.0	0.0%	67.7%	YES
T3 and T4	#	38	4	4	43	21	2	112	3.2	32.2	5.2				5	2	2	9	6	1	25			
	%	33.9	3.6	3.6	38.4	18.8	1.8	100.0				NO	NO	NO	20.0	8.0	8.0	36.0	24.0	4.0	100.0	YES	YES	YES
T5 and E2	#	7	10	1	31	22		71	5.9	37.5	14.9					2		4	2		8			
	%	9.9	14.1	1.4	43.7	31.0		100.0				NO	NO	NO		25.0		50.0	25.0		100.0	YES	YES	YES
E3 and E5	#	6		1	9	10		26	3.5	47.2	13.0	*			2			2			4	*		
	%	23.1		3.8	34.6	38.5		100.0				3.5	12.6	NO	50.0			50.0			100.0	0.0%	73.3%	YES
E6	#		1		7	10		18	1.1	71.6	11.0							2			2			
	%		5.6		38.9	55.6		100.0				NO	32.7	NO				100.0			100.0	YES	54.3%	YES
E4, E7 and E8	#	19	9		3	9	1	41	14.1	9.7	9.0		*		4	1	2	1	1		9		*	
	%	46.3	22.0		7.3	22.0	2.4	100.0				NO	2.4	NO	44.4	11.1	22.2	11.1	11.1		100.0	YES	75.3%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 87.9 percent
Level of Goal Attainment for 2019 92.2 percent
Level of Goal Attainment for 2020 91.9 percent

Department of Transportation

Agency Director: Christy Hall

EEO Officer: Cynthia M. Johnson

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	19	4		4	1		28	4.8	14.9	3.0		*										*	
	%	67.9	14.3		14.3	3.6		100.0				NO	0.6	NO							100.0	YES	96.0%	YES
E2	#	164	44	9	167	114	9	507	5.6	35.7	8.8				30	11	3	19	16	1	80			
	%	32.3	8.7	1.8	32.9	22.5	1.8	100.0				NO	2.8	NO	37.5	13.8	3.8	23.8	20.0	1.3	100.0	YES	92.2%	YES
E2A	#	506	76	35	93	31	11	752	4.9	7.8	1.4				38	9	2	6	6	2	63			
	%	67.3	10.1	4.7	12.4	4.1	1.5	100.0				NO	NO	NO	60.3	14.3	3.2	9.5	9.5	3.2	100.0	YES	YES	YES
E3, E4 and E5	#	86	12	6	86	26	6	222	7.9	37.7	8.6				64	5	2	6		1	78			
	%	38.7	5.4	2.7	38.7	11.7	2.7	100.0				2.5	NO	NO	82.1	6.4	2.6	7.7		1.3	100.0	68.4%	YES	YES
E3A	#	251	49	13	52	12	3	380	10.7	12.6	4.3				31	6	1	6	1	2	47			
	%	66.1	12.9	3.4	13.7	3.2	0.8	100.0				NO	NO	1.1	66.0	12.8	2.1	12.8	2.1	4.3	100.0	YES	YES	74.4%
E6	#	1	1		31	15		48	0.5	69.8	14.8							7			7			
	%	2.1	2.1		64.6	31.3		100.0				NO	5.2	NO				100.0			100.0	YES	92.6%	YES
E7	#	1167	664	36	41	82	3	1993	41.9	1.8	2.8				374	240	15	14	38	1	682			
	%	58.6	33.3	1.8	2.1	4.1	0.2	100.0				8.6	NO	NO	54.8	35.2	2.2	2.1	5.6	0.1	100.0	79.5%	YES	YES
E8	#	12	5		39	16	1	73	23.5	19.5	12.1							6	4	1	11			
	%	16.4	6.8		53.4	21.9	1.4	100.0				16.7	NO	NO				54.5	36.4	9.1	100.0	28.9%	YES	YES
	#																							
	%							100.0													100.0			

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

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

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

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

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

Level of Goal Attainment for	2018	84.0 percent
Level of Goal Attainment for	2019	90.6 percent
Level of Goal Attainment for	2020	93.0 percent

South Carolina State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'Sullivan

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6			6	1		13	3.2	31.8	6.9	*										*		
	%	46.2			46.2	7.7		100.0				3.2	NO	NO							100.0	0.0%	YES	YES
E2	#	18	2		18	9		47	4.4	37.1	11.0	*			3			3			6	*		
	%	38.3	4.3		38.3	19.1		100.0				0.1	NO	NO	50.0			50.0			100.0	97.7%	YES	YES
E3	#	2		1	2			5	11.3	12.9	11.2	*		*								*		*
	%	40.0		20.0	40.0			100.0				11.3	NO	11.2							100.0	0.0%	YES	0.0%
E6	#	1	1		3			5	7.6	43.3	10.9			*										*
	%	20.0	20.0		60.0			100.0				NO	NO	10.9							100.0	YES	YES	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 89.9 percent
Level of Goal Attainment for 2019 99.2 percent
Level of Goal Attainment for 2020 99.7 percent

University of South Carolina (Page 1 of 4)

President: Bob Caslen

EEO Officer: Clifford Scott

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C122	#	28	5	1	15	3	1	53	3.4	34.5	6.2			*	3	3			2	1	9			*
	%	52.8	9.4	1.9	28.3	5.7	1.9	100.0				NO	6.2	0.5	33.3	33.3			22.2	11.1	100.0	YES	82.0%	91.9%
C223	#	67	3	9	30	8	3	120	3.5	43.4	8.2				5			2			7			
	%	55.8	2.5	7.5	25.0	6.7	2.5	100.0				1.0	18.4	1.5	71.4			28.6			100.0	71.4%	57.6%	81.7%
C328	#	269	4	66	133	14	20	506	2.5	32.6	3.1				12	1	8	17		3	41			
	%	53.2	0.8	13.0	26.3	2.8	4.0	100.0				1.7	6.3	0.3	29.3	2.4	19.5	41.5		7.3	100.0	32.0%	80.7%	90.3%
C428	#	230	22	53	204	21	47	577	2.5	32.6	3.0				27	2	5	32	4	8	78			
	%	39.9	3.8	9.2	35.4	3.6	8.1	100.0				NO	NO	NO	34.6	2.6	6.4	41.0	5.1	10.3	100.0	YES	YES	YES
C528	#	128	9	70	158	21	48	434	2.5	32.6	3.1				8	3	9	17	2	3	42			
	%	29.5	2.1	16.1	36.4	4.8	11.1	100.0				0.4	NO	NO	19.0	7.1	21.4	40.5	4.8	7.1	100.0	84.0%	YES	YES
C629	#	137	15	13	171	12	22	370	2.5	32.6	3.1				10	3	2	8	2	2	27			
	%	37.0	4.1	3.5	46.2	3.2	5.9	100.0				NO	NO	NO	37.0	11.1	7.4	29.6	7.4	7.4	100.0	YES	YES	YES
C729	#	11	1		13		1	26	2.5	32.4	3.1			*	2						2			*
	%	42.3	3.8		50.0		3.8	100.0				NO	NO	3.1	100.0						100.0	YES	YES	0.0%
C826	#	28	1	1	55		2	87	2.5	51.9	5.8				2			2			4			
	%	32.2	1.1	1.1	63.2		2.3	100.0				1.4	NO	5.8	50.0			50.0			100.0	44.0%	YES	0.0%
C829	#	155	8	18	165	25	22	393	2.5	32.2	3.0				12	1	2	16	7	1	39			
	%	39.4	2.0	4.6	42.0	6.4	5.6	100.0				0.5	NO	NO	30.8	2.6	5.1	41.0	17.9	2.6	100.0	80.0%	YES	YES

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

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

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

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

Level of Goal Attainment for 2018 84.6 percent
Level of Goal Attainment for 2019 84.3 percent
Level of Goal Attainment for 2020 83.5 percent

University of South Carolina (Page 2 of 4)

President: Bob Caslen

EEO Officer: Clifford Scott

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C927	#	130	29	11	56	15	2	243	5.3	33.2	4.6				11	8	2	7	3		31			
	%	53.5	11.9	4.5	23.0	6.2	0.8	100.0				NO	10.2	NO	35.5	25.8	6.5	22.6	9.7		100.0	YES	69.3%	YES
C930	#	51	6	4	50	15		126	3.9	23.9	3.7				4			4			8			
	%	40.5	4.8	3.2	39.7	11.9		100.0				NO	NO	NO	50.0			50.0			100.0	YES	YES	YES
E202	#	107	9	3	186	42	8	355	6.4	31.1	11.0				9		1	16	1		27			
	%	30.1	2.5	0.8	52.4	11.8	2.3	100.0				3.9	NO	NO	33.3		3.7	59.3	3.7		100.0	39.1%	YES	YES
E203	#	173	36	12	304	96	12	633	3.9	42.9	14.7				12	5	2	28	9	2	58			
	%	27.3	5.7	1.9	48.0	15.2	1.9	100.0				NO	NO	NO	20.7	8.6	3.4	48.3	15.5	3.4	100.0	YES	YES	YES
E204	#	25	7		15	6	1	54	7.4	31.0	8.1				1			1	1		3			
	%	46.3	13.0		27.8	11.1	1.9	100.0				NO	3.2	NO	33.3			33.3	33.3		100.0	YES	89.7%	YES
E205	#	60	7	6	196	87	14	370	6.5	41.6	18.4				6			13	4	1	24			
	%	16.2	1.9	1.6	53.0	23.5	3.8	100.0				4.6	NO	NO	25.0			54.2	16.7	4.2	100.0	29.2%	YES	YES
E206	#	124	38	13	329	127	28	659	5.3	41.8	25.8				10	7	2	24	11	2	56			
	%	18.8	5.8	2.0	49.9	19.3	4.2	100.0				NO	NO	6.5	17.9	12.5	3.6	42.9	19.6	3.6	100.0	YES	YES	74.8%
E307	#	59	15	8	14	3	3	102	12.1	16.6	12.1				7	1	1		1		10			
	%	57.8	14.7	7.8	13.7	2.9	2.9	100.0				NO	2.9	9.2	70.0	10.0	10.0		10.0		100.0	YES	82.5%	24.0%
E308	#	65	13	5	47	27	5	162	8.2	23.0	15.8	*			7	2	1	1	2		13	*		
	%	40.1	8.0	3.1	29.0	16.7	3.1	100.0				0.2	NO	NO	53.8	15.4	7.7	7.7	15.4		100.0	97.6%	YES	YES

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

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

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

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

Level of Goal Attainment for 2018 84.6 percent
Level of Goal Attainment for 2019 84.3 percent
Level of Goal Attainment for 2020 83.5 percent

University of South Carolina (Page 3 of 4)

President: Bob Caslen

EEO Officer: Clifford Scott

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E309	#	59	8	8	10	8		93	12.6	15.8	12.3				4				1		5			
	%	63.4	8.6	8.6	10.8	8.6		100.0				4.0	5.0	3.7	80.0				20.0		100.0	68.3%	68.4%	69.9%
E410	#	42	14	6	10	6	2	80	10.7	10.6	5.5				7			3	2	1	13			
	%	52.5	17.5	7.5	12.5	7.5	2.5	100.0				NO	NO	NO	53.8			23.1	15.4	7.7	100.0	YES	YES	YES
E511	#	28	7	2	169	60	10	276	1.5	60.2	23.6				4			8	6	1	19			
	%	10.1	2.5	0.7	61.2	21.7	3.6	100.0				NO	NO	1.9	21.1			42.1	31.6	5.3	100.0	YES	YES	91.9%
E512	#	10	2	1	26	7	2	48	9.1	52.6	17.2				4			5			9			
	%	20.8	4.2	2.1	54.2	14.6	4.2	100.0				4.9	NO	2.6	44.4			55.6			100.0	46.2%	YES	84.9%
E613	#	9	1	1	1	3	2	17	34.4	9.6	29.8		*										*	
	%	52.9	5.9	5.9	5.9	17.6	11.8	100.0				28.5	3.7	12.2							100.0	17.2%	61.5%	59.1%
E615	#	1	2	1	36	13	1	54	0.3	61.8	24.0							3			3			
	%	1.9	3.7	1.9	66.7	24.1	1.9	100.0				NO	NO	NO				100.0			100.0	YES	YES	YES
E616	#				1	2		3	4.5	57.2	13.2	*	*									*	*	
	%				33.3	66.7		100.0				4.5	23.9	NO							100.0	0.0%	58.2%	YES
E717	#	53	8	2	3			66	11.6	4.2	2.3				6						6			
	%	80.3	12.1	3.0	4.5			100.0				NO	NO	2.3	100.0						100.0	YES	YES	0.0%
E718	#	116	43	7	5	1	1	173	16.1	3.6	2.1				14	2		1			17			
	%	67.1	24.9	4.0	2.9	0.6	0.6	100.0				NO	0.7	1.5	82.4	11.8		5.9			100.0	YES	80.6%	28.6%

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

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

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

Level of Goal Attainment for 2018 84.6 percent

Level of Goal Attainment for 2019 84.3 percent

Level of Goal Attainment for 2020 83.5 percent

University of South Carolina (Page 4 of 4)

President: Bob Caslen

EEO Officer: Clifford Scott

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E819	#	29	19	2	4	11		65	21.6	9.6	24.8				3	3		1	2		9			
	%	44.6	29.2	3.1	6.2	16.9		100.0				NO	3.4	7.9	33.3	33.3		11.1	22.2		100.0	YES	64.6%	68.1%
E820	#	34	33	5	15	54	5	146	29.1	2.6	1.0				6	1		1	1		9			
	%	23.3	22.6	3.4	10.3	37.0	3.4	100.0				6.5	NO	NO	66.7	11.1		11.1	11.1		100.0	77.7%	YES	YES
E821	#	2	3		4			9	11.4	10.4	15.6													
	%	22.2	33.3		44.4			100.0				NO	NO	15.6							100.0	YES	YES	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

Level of Goal Attainment for 2018 84.6 percent
Level of Goal Attainment for 2019 84.3 percent
Level of Goal Attainment for 2020 83.5 percent

SC Department of Veterans' Affairs

Agency Director: William Grimsley
EEO Officer: Christa Wiebelt

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1	1		2			4	3.1	58.7	13.8		*	*	1			1			2		*	*
	%	25.0	25.0		50.0			100.0				NO	8.7	13.8	50.0			50.0			100.0	YES	85.2%	0.0%
E2	#	2	4		1	5		12	3.0	41.1	6.8				3	2	1	1	3		10			
	%	16.7	33.3		8.3	41.7		100.0				NO	32.8	NO	30.0	20.0	10.0	10.0	30.0		100.0	YES	20.2%	YES
E5	#		1		1	2		4	1.2	67.1	14.8					1			1		2			
	%		25.0		25.0	50.0		100.0				NO	42.1	NO		50.0			50.0		100.0	YES	37.3%	YES
E6	#				1			1	11.3	18.0	5.6	*		*								*		*
	%				100.0			100.0				11.3	NO	5.6							100.0	0.0%	YES	0.0%
E8	#	3	1					4	16.1	7.1	1.4		*	*									*	*
	%	75.0	25.0					100.0				NO	7.1	1.4							100.0	YES	0.0%	0.0%
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018
Level of Goal Attainment for 2019
Level of Goal Attainment for 2020 84.3 percent **First Year of Reporting**

Department of Vocational Rehabilitation

Agency Director: Felicia Johnson

EEO Officer: Kimberly Jones

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5	1		6	3		15	7.2	34.9	25.8	*		*	1			1			2	*		*
	%	33.3	6.7		40.0	20.0		100.0				0.5	NO	5.8	50.0			50.0			100.0	93.1%	YES	77.5%
E2	#	131	62	5	251	248	14	711	5.3	38.4	19.1				9	4		22	22		57			
	%	18.4	8.7	0.7	35.3	34.9	2.0	100.0				NO	3.1	NO	15.8	7.0		38.6	38.6		100.0	YES	91.9%	YES
E3	#	29	5	1	14	13	2	64	6.9	28.3	12.1				1				1		2			
	%	45.3	7.8	1.6	21.9	20.3	3.1	100.0				NO	6.4	NO	50.0				50.0		100.0	YES	77.4%	YES
E5	#	15	16		74	36	6	147	6.5	38.9	17.5				1			2			3			
	%	10.2	10.9		50.3	24.5	4.1	100.0				NO	NO	NO	33.3			66.7			100.0	YES	YES	YES
E6	#	2	2		36	29	3	72	2.3	50.8	18.5		*					5	2		7		*	
	%	2.8	2.8		50.0	40.3	4.2	100.0				NO	0.8	NO				71.4	28.6		100.0	YES	98.4%	YES
E8	#	21	3	1	4	6		35	26.7	5.0	10.4				1						1			
	%	60.0	8.6	2.9	11.4	17.1		100.0				18.1	NO	NO	100.0						100.0	32.2%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2018 91.7 percent
Level of Goal Attainment for 2019 94.2 percent
Level of Goal Attainment for 2020 92.8 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith
EEO Officer: Theresa Trowell

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2						2	4.7	37.0	10.5	*	*	*								*	*	*
	%	100.0						100.0				4.7	37.0	10.5							100.0	0.0%	0.0%	0.0%
E2	#	16	26		8	18	1	69	8.4	36.5	19.2					4			6	1	11			
	%	23.2	37.7		11.6	26.1	1.4	100.0				NO	24.9	NO		36.4			54.5	9.1	100.0	YES	31.8%	YES
E3 and E5	#	2	1		3	1		7	3.7	42.2	9.5								1		1			
	%	28.6	14.3		42.9	14.3		100.0				NO	NO	NO					100.0		100.0	YES	YES	YES
E6	#	1						1	0.4	70.3	14.9	*	*	*								*	*	*
	%	100.0						100.0				0.4	70.3	14.9							100.0	0.0%	0.0%	0.0%
E7 and E8	#	4	2		1	5		12	19.4	12.3	9.8	*	*									*	*	
	%	33.3	16.7		8.3	41.7		100.0				2.7	4.0	NO							100.0	86.1%	67.5%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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Level of Goal Attainment for 2018 78.0 percent
Level of Goal Attainment for 2019 90.4 percent
Level of Goal Attainment for 2020 87.3 percent

Winthrop University (Page 1 of 2)

President: Dr. George Hynd

EEO Officer: Lisa Cowart

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	#	19	1	3	16	5	1	45	3.5	37.2	6.8	*	*		2			1	1		4	*	*	
	%	42.2	2.2	6.7	35.6	11.1	2.2	100.0				1.3	1.6	NO	50.0			25.0	25.0		100.0	62.9%	95.7%	YES
C3	#	35	2	2	23	1	3	66	5.7	37.6	4.6				5	1		1			7			
	%	53.0	3.0	3.0	34.8	1.5	4.5	100.0				2.7	2.8	3.1	71.4	14.3		14.3			100.0	52.6%	92.6%	32.6%
C4	#	29	6	1	32	5	3	76	3.1	38.6	8.8				5	3		7	2		17			
	%	38.2	7.9	1.3	42.1	6.6	3.9	100.0				NO	NO	2.2	29.4	17.6		41.2	11.8		100.0	YES	YES	75.0%
C5	#	28	2	5	46	10	6	97	2.3	36.1	3.2	*			5			4	1		10	*		
	%	28.9	2.1	5.2	47.4	10.3	6.2	100.0				0.2	NO	NO	50.0			40.0	10.0		100.0	91.3%	YES	YES
C6	#	7		3	22	2	2	36	3.8	31.2	7.7			*				4		1	5			*
	%	19.4		8.3	61.1	5.6	5.6	100.0				3.8	NO	2.1				80.0		20.0	100.0	0.0%	YES	72.7%
C8 and C9	#	26	6	1	28	8	5	74	6.1	28.1	3.0				1			2	4		7			
	%	35.1	8.1	1.4	37.8	10.8	6.8	100.0				NO	NO	NO	14.3			28.6	57.1		100.0	YES	YES	YES
E1	#	2			11	2		15	4.3	37.4	9.0	*						2			2	*		
	%	13.3			73.3	13.3		100.0				4.3	NO	NO				100.0			100.0	0.0%	YES	YES
E2	#	32	5	2	96	26	6	167	3.9	47.0	9.7				5	1		15	4	1	26			
	%	19.2	3.0	1.2	57.5	15.6	3.6	100.0				0.9	NO	NO	19.2	3.8		57.7	15.4	3.8	100.0	76.9%	YES	YES
E3	#	18	4	1	14	4		41	7.5	26.2	10.7			*	3			1			4			*
	%	43.9	9.8	2.4	34.1	9.8		100.0				NO	NO	0.9	75.0			25.0			100.0	YES	YES	91.6%

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

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Level of Goal Attainment for 2018 85.9 percent

Level of Goal Attainment for 2019 90.1 percent

Level of Goal Attainment for 2020 87.4 percent

Winthrop University (Page 2 of 2)

President: Dr. George Hynd

EEO Officer: Lisa Cowart

1		2							3			4			5							6		
EEO CATEGORY		ACTUAL WORKFORCE ON 9/30/2020							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							% OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	#	6	2	1	1			10	15.4	7.9	2.7			*	3						3			*
	%	60.0	20.0	10.0	10.0			100.0				NO	NO	2.7	100.0						100.0	YES	YES	0.0%
E5	#	1			16	3		20	0.8	63.3	15.7	*		*								*		*
	%	5.0			80.0	15.0		100.0				0.8	NO	0.7							100.0	0.0%	YES	95.5%
E6	#	1			21	6	2	30	2.0	62.2	15.7	*						1			1	*		
	%	3.3			70.0	20.0	6.7	100.0				2.0	NO	NO				100.0			100.0	0.0%	YES	YES
E7	#	29	2		1			32	11.0	4.3	1.9		*	*	4			1			5		*	*
	%	90.6	6.3		3.1			100.0				4.7	1.2	1.9	80.0			20.0			100.0	57.3%	72.1%	0.0%
E8	#	19	8	1	10	33	4	75	16.3	10.9	12.7				2	3		4	3		12			
	%	25.3	10.7	1.3	13.3	44.0	5.3	100.0				5.6	NO	NO	16.7	25.0		33.3	25.0		100.0	65.6%	YES	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	85.9	percent
Level of Goal Attainment for	2019	90.1	percent
Level of Goal Attainment for	2020	87.4	percent

Workers' Compensation Commission

Agency Director: Gary Cannon

EEO Officer: Alexa Stuart

1 EEO CATEGORY		2 ACTUAL WORKFORCE ON 9/30/2020							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2019 - 9/30/2020							6 % OF Goals Met Based on Adjusted Availability		
		WM	BM	OM	WF	BF	OF	T0TAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1			3	1		5	5.5	32.2	9.4	*										*		
	%	20.0			60.0	20.0		100.0				5.5	NO	NO							100.0	0.0%	YES	YES
E2 and E3	#	5	1		18	6		30	4.5	40.5	22.1	*		*								*		*
	%	16.7	3.3		60.0	20.0		100.0				1.2	NO	2.1							100.0	73.3%	YES	90.5%
E5	#				1	2		3	0.5	70.9	13.7	*										*		
	%				33.3	66.7		100.0				0.5	37.6	NO							100.0	0.0%	47.0%	YES
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			
	#																							
	%							100.0													100.0			

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

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

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

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

Level of Goal Attainment for	2018	90.5	percent
Level of Goal Attainment for	2019	91.5	percent
Level of Goal Attainment for	2020	87.3	percent

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