



SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

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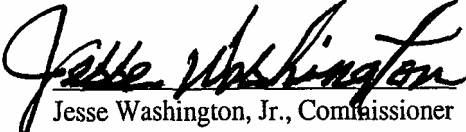
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MEMORANDUM

TO: The Honorable Mark Sanford
Governor of the State of South Carolina

The Honorable Andre Bauer
Lieutenant Governor of South Carolina

The Honorable Bobby Harrell
Speaker of the House

FROM: 
Jesse Washington, Jr., Commissioner

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

DATE: February 1, 2006

Section 1-13-110 of the South Carolina Code of Laws, as amended, states that:

"Each State agency shall develop an Affirmative Action Plan to assure equitable employment for members of minorities (race and sex) and shall present such Plans to the Human Affairs Commission. On or before February 1 of each year, the Human Affairs Commission shall submit a report to the General Assembly concerning the status of the Affirmative Action Plans of all State agencies. If any Affirmative Action Plans have been disapproved, the report shall contain the reasons for such disapproval. If the General Assembly takes no action within sixty (60) days on those Plans which have been disapproved, the action of the Human Affairs Commission shall be final."

In keeping with these requirements, it is my pleasure to present to you the 2006 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

All Americans want a fair and just society. This is our goal. But serious discrimination persists today. Affirmative Action has proved an essential and effective tool to achieve equal employment opportunity and to eliminate discrimination without litigation.

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. The goal is to reach the standard of equal employment opportunity and to no longer need affirmative action plans. In past years as many as 13 State agencies have been exempted from filing plans because they had achieved their goals. This year all agencies were required to report for reevaluation using the 2000 census data.

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

Copy: Legislative Printing and Information Technology Resources
Agency Heads

Acknowledgements:

Several staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principles were Jackie Brown, Sarah Crouch and Joanna Robertson, EEO Consultants; Eleanor Vause, Administrative Assistant and Mary Dunlap Snead, Division Director.

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SECTION I

ABOUT THIS REPORT

This report addresses the status of affirmative action in South Carolina state government agencies. In order to understand the report, you must understand what affirmative action is and is not, and what the Human Affairs Commission can and cannot do to implement affirmative action in state government.

Many people perceive affirmative action programs to be synonymous with quotas and preference programs for minorities and women. It is important for people 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 useful benchmarks or indicators of how successful agencies are in achieving equal employment opportunity.

This report is based primarily on the employment data which the Human Affairs Commission collects from state agencies that employ 15 or more employees. The statistical 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.

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 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 is affirmative action.

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

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

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

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

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

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

This report includes employment data on state agencies with 15 or more employees.

Exempt Agencies:

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.

Exemptions can be granted to agencies that achieve availability for minorities and women at all levels of their workforces and 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.

New census data based on the EEO Categories is now available and therefore all state agencies with fifteen (15) or more employees have developed new Affirmative Action Plans. All previously exempted agencies are included in Section VI of this report.

Affirmative Action Plan Components

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

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

Each plan approved by SCHAC contains the following information:

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

Job Group Analysis

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

Availability Analysis

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

Determining Underutilization

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

Goals

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

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

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

Please refer to pages 67 – 68 for more detailed explanations of the guidelines used for this report.

AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS

The agencies listed below have developed affirmative action plans in accordance with Section 1-13-110 of the South Code of Laws of 1997, as amended. Each plan approved by the Commission was constructed according to standards contained in The Blueprint.

Accident Fund, State
Adjutant General's Office
Aiken Technical College
Alcohol and Other Drug Abuse Services
Archives and History, Department of
Arts Commission
Auditor's Office, State
Blind, Commission for the
Central Carolina Technical College
Clemson University
College of Charleston
Commerce, Department of
Comptroller General's Office
Consumer Affairs, Office of
Corrections, Department of
Deaf and Blind, School for the
Denmark Technical College
Education, Department of
Educational Television Commission
Election Commission, State
Employment Security Commission
Financial Institutions, South Carolina Board
Florence-Darlington Technical College
Francis Marion University
Forestry Commission
Governor's Office
Governor's School for Science and Mathematics
Greenville Technical College
Health and Environmental Control
Health and Human Services, Department of
Horry-Georgetown Technical College
Housing, Finance and Development Authority, South Carolina
Insurance, Department of
John de la Howe School

Juvenile Justice, Department of
Labor, Licensing and Regulation, Department of
Law Enforcement Division, State
Library, 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
Opportunity School, Wil Lou Gray
Orangeburg-Calhoun Technical College
Ports Authority, State
Piedmont Technical College
Public Safety, Department of
Public Service Commission
Revenue, Department of
Second Injury Fund, South Carolina
Social Services, Department of
South Carolina State University
Spartanburg Technical College
Technical College of the Low Country
Technical and Comprehensive Education, State Board of
Trident Technical College
Treasurer's Office, South Carolina State
University of South Carolina
Vocational Rehabilitation, Department of
Williamsburg Technical College
Winthrop University
Workers' Compensation Commission
York Technical College

AGENCIES WITH AFFIRMATIVE ACTION PLANS
PENDING APPROVAL

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

Attorney General
Budget and Control Board
Citadel, The
Coastal Carolina University
Commission on Higher Education
Disabilities and Special Needs, Department of
Governor's School for Arts and Humanities
Lander University
Parks, Recreation & Tourism
Patriot's Point
Probation, Parole and Pardon Services
Public Service Authority (Santee Cooper)
South Carolina Education Lottery
Secretary of State
Tri-County Technical College
Transportation, Department of

SECTION II

Report Summary

Highlights

- This year the state government’s workforce increased by 597 employees. This is the first increase in 5 reporting periods. Table III (pages 18 and 19) displays State employees by number and percent within the state’s paybands. The charts in Section VI show where the new hires and promotions occurred within each State agency.
- The bar graphs on pages 18 and 19 show the distribution of state employees by race and gender. While black employees represented 33.1 percent of the total state employees, they made up only 10.9 percent of the employees within the top three pay bands. Females represented 56.3 percent of the total state employees but were only 30.3 percent of the employees within the top three pay bands.
- The total number of employees making an annual salary of \$50,000 or greater increased by 1613 (See Table IV, Pages 20 and 21). Minorities accounted for 22 percent of the increase and females 55 percent. This represents a 1.7 percent increase over last year’s numbers for females making over \$50,000 and a 0.8 percent increase for minorities.
- Within the agencies’ top level executive jobs a total of 196 employees were hired or promoted.

New Hires/Promotions in Executive Level EEO Category

White males	Black males	All Other males	White females	Black females	All other females
92	17	4	62	19	2
46.9%	8.7%	2.0%	31.6%	9.7%	1.0%

For comparison, the 2000 Census EEO File availability estimate for Officials and Managers in South Carolina is as follows:

White males	Black males	All Other males	White females	Black females	All other females
54.1%	4.8%	1.8%	31.4%	6.5%	1.0%

- The chart below shows that the gap between the weighted mean salary for white and black executive level employees narrowed significantly. However the change in the gap in salaries comparing the weighted mean salary for male and female employees at this level showed no significant change.

E1: Executive Category

2004 Weighted Mean Salary (Race)

<u>White Employees</u>	<u>Black Employees</u>	<u>Difference</u>
\$66,127	\$60,123	\$6,004

2005 Weighted Mean Salary (Race)

<u>White Employees</u>	<u>Black Employees</u>	<u>Difference</u>
\$68,107	\$62,945	\$5,162

2004 Weighted Mean Salary (Gender)

<u>Male Employees</u>	<u>Female Employees</u>	<u>Difference</u>
\$68,653	\$60,570	\$8,083

2005 Weighted Mean Salary (Gender)

<u>Male Employees</u>	<u>Female Employees</u>	<u>Difference</u>
\$70,777	\$62,722	\$8,055

Summary

Based on this data, minorities and females appear to have made some gains in the upper levels of state government. This is also reflected in the chart on employees making annual salaries of \$50,000 or greater. However, there still is evidence of a “glass ceiling”

for both minorities and females. The example of executive level employees highlighted on the previous page and the charts on pages 17 – 21 does show the gap narrowing to some degree.

Ninety State governments anticipate that in the next several years more than 5,000 employees will retire. This situation will create numerous hiring and promotion opportunities. Ideas for improving the female and minority representation at all levels of state government were mentioned in last year's report and we encourage all state agencies to take advantage of this opportunity for positive change.

The affirmative steps are:

- **Training:** This requires that agencies plan ahead to identify the current employees who may be promotable with training and experience. Training also requires that agencies' managers and supervisors are knowledgeable about employment laws and methods for preventing and eliminating discrimination. *The Human Affairs Commission provides such training.*
- **Recruitment:** This is an essential component of any Affirmative Action Program. It is important that state agencies begin now to review their recruitment procedures to insure that they are reaching a diverse applicant pool. *Only with a diverse applicant pool can we ensure equal opportunity in the selection process.*
- **Selection:** The final component in securing a more diverse workforce is in the selection process. Agencies should ensure that their selection processes do not adversely impact any group of employees. *With a fair selection process and successful training and recruitment programs in place, the end result will be a talented and diverse state government.*

TABLE I
STATE OF SOUTH CAROLINA
PAY BAND

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 10,712	\$ 17,277	\$ 23,843
02	\$ 15,686	\$ 22,354	\$ 29,022
03	\$ 19,087	\$ 27,201	\$ 35,316
04	\$ 23,222	\$ 33,092	\$ 42,963
05	\$ 28,255	\$ 40,266	\$ 52,278
06	\$ 34,383	\$ 48,998	\$ 63,613
07	\$ 41,835	\$ 59,616	\$ 77,397
08	\$ 50,901	\$ 72,537	\$ 94,174
09	\$ 61,933	\$ 88,258	\$114,583
10	\$ 75,356	\$107,385	\$139,415

Effective June 2, 2005

Table II

STATE OF SOUTH CAROLINA
 EMPLOYMENT REPORT BY SEX AND RACE WITHIN PAY BAND -- ALL AGENCIES
 CLASS AND UNCLASS FULL AND PART TIME POSITIONS

Run Date: 10/18/05

BAND	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
00	5172	49.48	451	4.31	419	4.0	3669	35.1	524	5.01	217	2.1	10452
01	114	10.2	281	25.15	1	0.1	137	12.26	571	51.11	13	1.2	1117
02	1009	19.96	1236	24.45	32	0.1	639	12.64	2126	42.06	12	0.2	5054
03	1581	13.51	1687	14.42	68	0.6	4168	35.62	4095	35	106	0.9	11699
04	3222	25.08	1741	13.55	69	0.5	4484	34.91	3234	25.17	94	0.7	12844
05	3443	32.12	998	9.31	82	0.8	4141	38.63	1964	18.32	91	0.8	10719
06	2624	38.85	520	7.7	60	0.9	2624	38.85	861	12.74	64	0.9	6753
07	1695	51.94	199	6.09	45	1.4	1041	31.9	257	7.87	26	0.8	3263
08	549	61.89	50	5.63	7	0.8	229	25.81	48	5.41	4	0.5	887
09	101	67.33	10	6.66	4	2.7	29	19.33	5	3.33	1	0.7	150
10	39	59.09	3	4.54	6	9.1	10	15.15	4	6.06	4	6.6	66
TOTAL	19549	31.02	7176	11.38	793	1.3	21171	33.6	13689	21.72	626	1	63004

SOURCE: HUMAN RESOURCE INFORMATION SYSTEM
 BUDGET AND CONTROL BOARD

TABLE III -- Page 1 of 2

Number and Percent Change by Race and Sex
September 2004 and 2005
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
00													
2004	5004	50.29	430	4.32	393	3.94	3434	34.51	498	5	190	1.9	9949
2005	5172	49.48	451	4.31	419	4.0	3669	35.1	524	4.01	217	2.1	10452
Change	+168	-0.81	+21	-0.01	+26	+0.06	+235	+0.59	+26	-0.99	+27	+0.2	+503
01													
2004	121	10.21	288	24.32	3	0.25	143	12.07	619	52.28	10	0.84	1184
2005	114	10.2	281	25.15	1	0.1	137	12.26	571	51.11	13	1.2	1117
Change	-7	-0.01	-7	-.83	-2	-0.15	-6	+1.19	-48	-1.17	+3	+3.36	-67
02													
2004	992	18.47	1264	23.54	34	0.62	757	14.1	2301	42.86	20	0.37	5368
2005	1009	19.96	1236	24.45	32	0.1	639	12.64	2126	42.06	12	0.2	5054
Change	+17	+1.49	-28	+9.1	-2	-5.2	-118	-1.46	-175	-0.08	-8	-1.17	-314
03													
2004	1620	13.71	1712	14.49	66	0.55	4367	36.97	3946	33.41	99	0.83	11810
2005	1581	13.51	1687	14.42	68	0.6	4168	35.62	4095	35	106	0.9	11699
Change	-39	-0.20	-25	-0.07	+2	+0.5	-199	-1.35	+149	+1.59	+7	+7	-111
04													
2004	3103	24.73	1732	13.8	76	0.6	4490	35.78	3063	24.41	82	0.64	12546
2005	3222	25.08	1741	13.55	69	0.5	4484	34.91	3234	25.17	94	0.7	12844
Change	+119	+3.35	+9	-2.5	-7	-0.1	-6	-8.7	+171	+7.6	+12	+0.6	+298
05													
2004	3473	32.62	978	9.18	79	0.74	4118	38.68	1910	17.94	88	0.82	10646
2005	3443	32.12	998	9.31	82	0.8	4141	38.63	1964	18.32	91	0.8	10719
Change	-30	-5.0	+20	+1.13	+3	+0.06	+23	-0.05	+54	+3.8	+3	-0.02	+73

TABLE III -- Page 2 of 2

Number and Percent Change by Race and Sex
Between September 2004 and 2005
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
06													
2004	2639	39.75	520	7.83	58	0.87	2570	38.71	794	11.96	57	0.85	6638
2005	2624	38.85	520	7.7	60	0.9	2624	38.85	861	12.74	64	0.9	6753
Change	-15	-0.9	0	-0.13	+2	+0.03	+54	+0.14	+67	+0.78	+7	+0.05	+115
07													
2004	1714	53.22	192	5.96	45	1.39	1009	31.33	234	7.26	26	0.8	3220
2005	1695	51.94	199	6.09	45	1.4	1041	31.9	257	7.87	26	0.8	3263
Change	-19	-1.28	+7	+0.13	0	+0.01	+32	+0.57	+23	+0.61	0	0	+43
08													
2004	537	63.7	40	4.74	7	0.82	216	25.62	40	4.74	3	0.35	843
2005	549	61.89	50	5.63	7	0.8	229	25.81	48	5.41	4	0.5	887
Change	+12	-1.81	+10	+0.89	0	-0.02	+13	+0.19	+8	+0.67	+1	+0.15	+44
09													
2004	94	68.61	8	5.83	4	2.90	25	18.24	4	2.91	2	1.45	137
2005	101	67.33	10	6.66	4	2.70	29	19.33	5	3.33	1	0.7	150
Change	+7	-0.78	+2	+0.83	0	-0.2	+4	+1.09	+1	+0.42	-1	0.75	+13
10													
2004	38	57.57	4	6.06	7	10.6	9	13.63	4	6.06	4	6.06	66
2005	39	59.09	3	4.54	6	9.1	10	15.15	4	6.06	4	6.6	66
Change	+1	+1.52	-1	-1.52	-1	-1.5	+1	+1.52	0	0	0	+0.54	0
Total													
2004	19335	30.98	7168	11.48	772	1.23	21138	33.87	13413	21.49	581	0.92	62407
2005	19549	31.02	7176	11.38	793	1.3	21171	33.6	13689	21.72	626	1	63004
Change	+214	+0.04	+8	-0.1	+21	+0.07	+33	-0.27	+276	+0.23	+45	+0.08	+597

TABLE IV (PAGE 1)

HUMAN RESOURCE INFORMATION SYSTEM
 EMPLOYMENT REPORT BY SEX AND RACE WITHIN AGENCY AND SALARY
 CLASS AND UNCLASS FULL AND PART TIME POSITIONS
 STATE WIDE TOTALS -- ALL AGENCIES

Run Date: 9/30/05

SALARY IN 1,000s	WHITE		MALE BLACK		ALL OTHERS		WHITE		FEMALE BLACK		ALL OTHERS		<u>TOTAL</u>
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
0-2	1	25.0	1	25.00			2	50.00					4
2-3	1	50.0					1	50.00					2
3-4	1	100.00											1
4-5	23	76.66	1	3.33	1	3.33	4	13.33			1	3.33	30
5-6	5	83.33			1	3.33	1	16.66					6
6-7	3	100.00											3
7-8													
8-9	1	100.00											1
9-10	1	50.00					1	50.00					2
10-11	3	42.50			1	14.28	3	42.85	4	4.00			7
11-12	2	18.18	2	18.18			1	9.09	6	54.54			11
12-13	3	7.14	12	28.57			1	2.38	26	61.90			42
13-14	7	5.00	29	20.71			10	7.14	93	66.42	1	0.71	140
14-15	9	7.25	29	23.38	1	0.80	17	13.70	62	50.00	6	4.80	124
15-16	30	11.62	61	23.64			39	15.11	126	48.83	2	0.80	258
16-17	112	24.56	125	27.41	2	0.43	63	13.81	152	33.33	2	0.43	456
17-18	99	20.97	104	22.03	5	1.10	80	16.94	181	38.34	3	0.63	472
18-19	229	15.94	284	19.77	11	0.80	154	10.72	756	52.64	2	0.10	1436
19-20	144	9.80	179	12.18	2	0.13	452	30.76	674	45.88	18	1.21	1469
20-21	7	14.09	192	13.73	9	0.60	374	26.75	618	44.20	8	0.60	1398
21-22	196	12.93	237	15.64	9	0.60	471	31.08	594	39.20	8	0.50	1515
22-23	274	14.48	353	18.65	10	0.50	486	25.68	753	39.79	16	0.80	1892
23-24	351	14.82	309	13.04	15	0.60	821	34.67	843	35.59	29	1.20	2368
24-25	351	17.04	329	15.97	18	0.90	639	31.03	704	34.19	18	0.90	2059
25-26	501	21.18	438	18.52	20	0.80	717	30.31	664	28.07	25	1.10	2365
26-27	402	18.65	333	15.45	13	0.60	682	31.64	709	32.90	16	0.70	2155
27-28	426	19.67	340	15.70	13	0.60	710	32.79	663	30.62	13	0.60	2165
28-29	554	23.10	314	13.09	16	0.70	817	34.07	678	28.27	19	0.80	2398
29-30	578	24.98	437	18.89	18	0.80	722	31.21	543	23.47	15	0.60	2313
30-31	458	24.70	226	12.18	11	0.60	643	34.68	501	27.02	15	0.80	1854
31-32	413	25.01	252	15.26	16	1.00	597	36.15	363	21.98	10	0.60	1651
32-33	386	24.32	190	11.97	10	0.60	593	37.36	396	24.95	12	0.80	1587

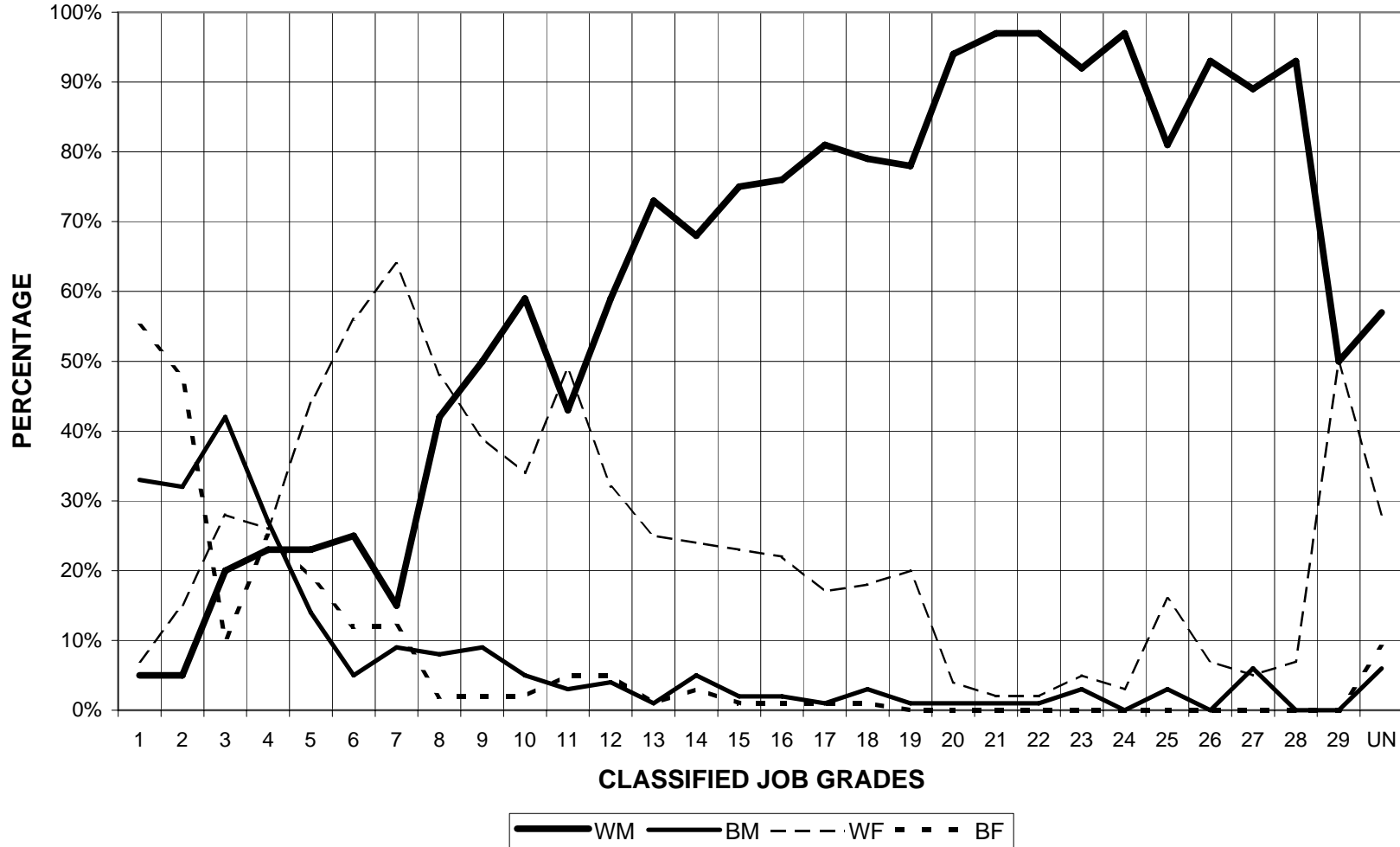
TABLE IV (PAGE 2)
HUMAN RESOURCE INFORMATION SYSTEM
EMPLOYMENT REPORT BY SEX AND RACE WITHIN AGENCY AND SALARY
CLASS AND UNCLASS FULL AND PART TIME POSITIONS

SALARY IN 1,000s	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
33-34	434	25.42	218	12.77	8	0.50	669	39.19	369	21.61	9	0.50	1707
34-35	485	30.03	178	11.01	14	0.90	643	39.81	280	17.33	15	0.90	1615
35-36	443	32.19	172	12.50	12	0.90	475	34.52	261	18.96	13	0.90	1376
36-37	413	31.09	142	10.69	13	1.00	519	39.08	224	16.86	17	1.30	1328
37-38	540	38.18	106	7.49	13	1.00	522	36.91	218	15.41	15	1.10	1414
38-39	369	32.36	112	9.82	7	0.60	471	41.31	171	15.00	10	0.90	1140
39-40	338	31.41	101	9.38	8	0.70	462	42.93	158	14.68	9	0.80	1076
40-41	356	33.49	93	8.74	10	0.90	455	42.80	136	12.79	13	1.20	1063
41-42	412	37.15	87	7.84	11	1.00	442	39.85	145	13.07	12	1.10	1109
42-43	419	38.36	96	8.79	10	1.00	392	35.89	164	15.01	11	1.00	1092
43-44	253	36.03	54	7.69	9	1.30	295	42.02	85	12.10	6	0.90	702
44-45	270	36.68	60	8.15	4	0.50	293	39.80	99	13.45	10	1.40	736
45-46	311	43.21	56	7.31	10	1.30	277	36.16	87	11.35	5	0.70	766
46-47	293	42.09	50	7.18	7	1.00	261	37.50	74	10.63	11	1.60	696
47-48	249	36.19	48	6.97	6	0.90	311	45.20	71	10.31	3	0.40	688
48-49	285	40.19	44	6.20	10	1.40	287	40.47	73	10.29	10	1.40	709
49-50	264	43.34	40	6.56	10	1.60	229	37.60	62	10.18	4	0.70	609
50 UP	7634	50.91	742	4.94	430	2.30	5067	33.79	907	6.04	214	1.40	14994
TOTAL	19549	31.02	7176	11.38	793	1.25	21171	33.6	13689	21.72	626	0.99	63004

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

March, 1972

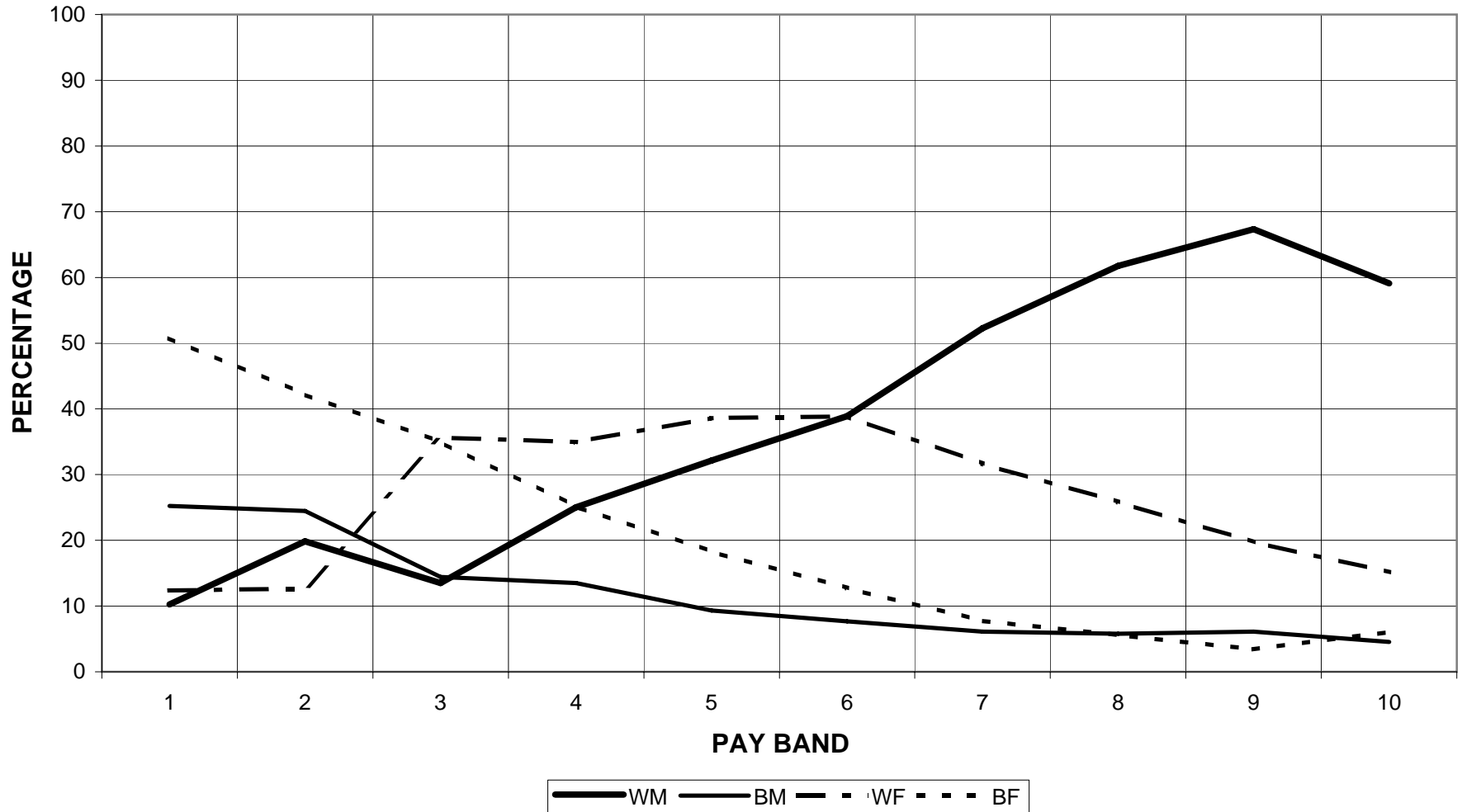
Data Source: Bureau of Urban and Regional Affairs, University of South Carolina,
Provided by the South Carolina Human Affairs Commission



STATE EMPLOYMENT BY PAY BAND

SEPTEMBER 30, 2005

Source: South Carolina State Office of Human Resources



Representation by Race: State Government Workforce (Chart A) and Top Three Pay Bands (Chart B)

Chart A

Percent Composition of State Government Workforce by Race

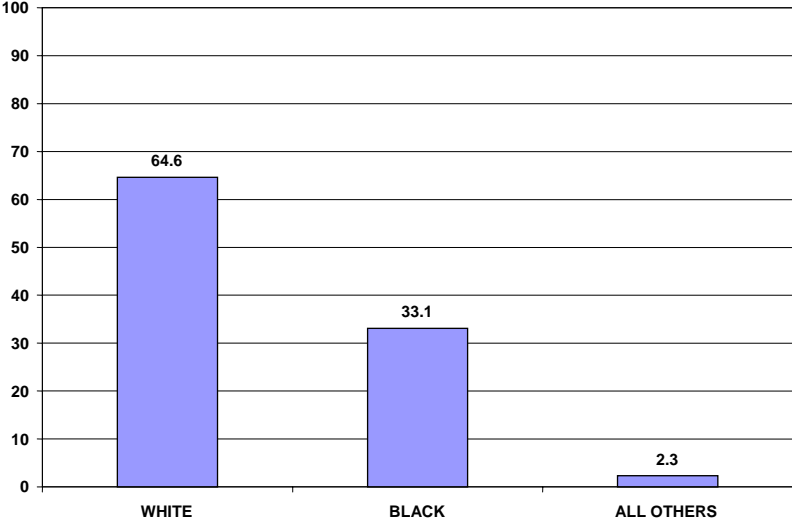
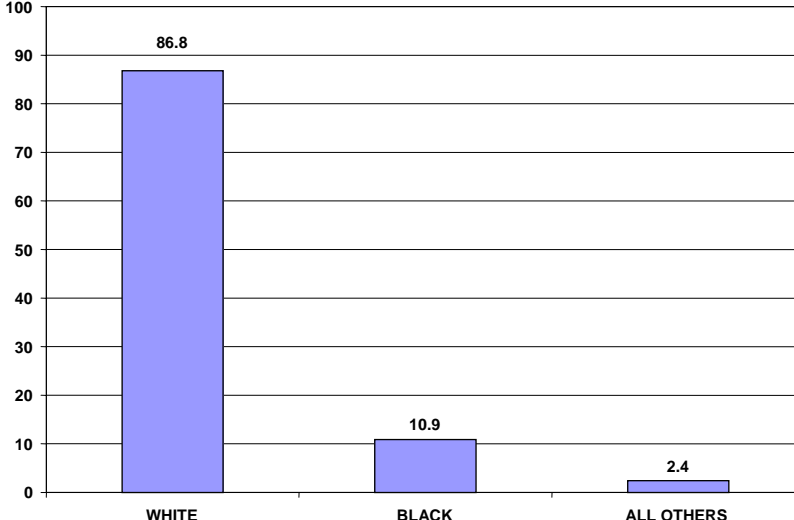


Chart B

Percent of Employee Representation in Top Three Pay Bands by Race



Representation by Gender: State Government Workforce (Chart A) and Top Three Pay Bands (Chart B)

Chart A

Percent Composition of State Government Workforce by Gender

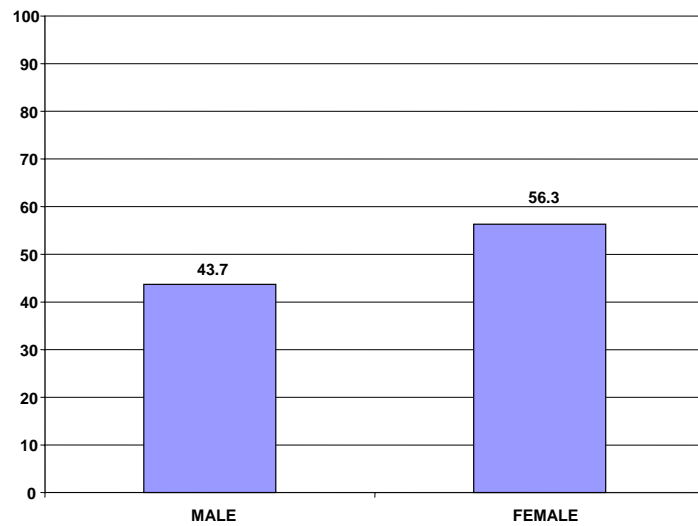
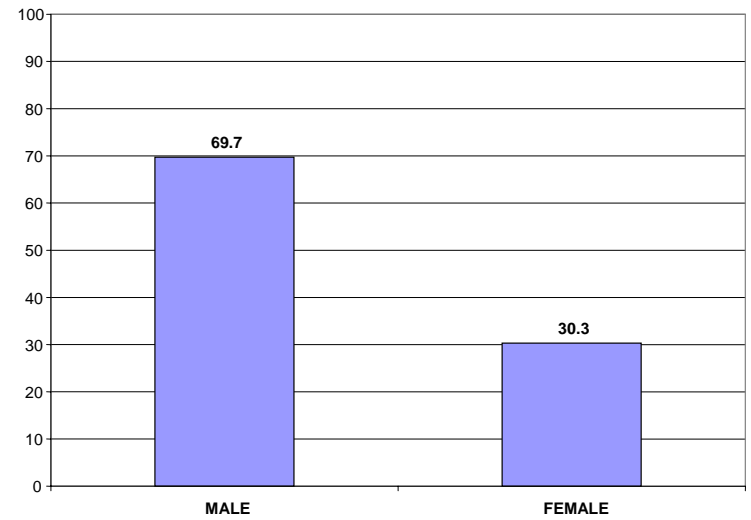


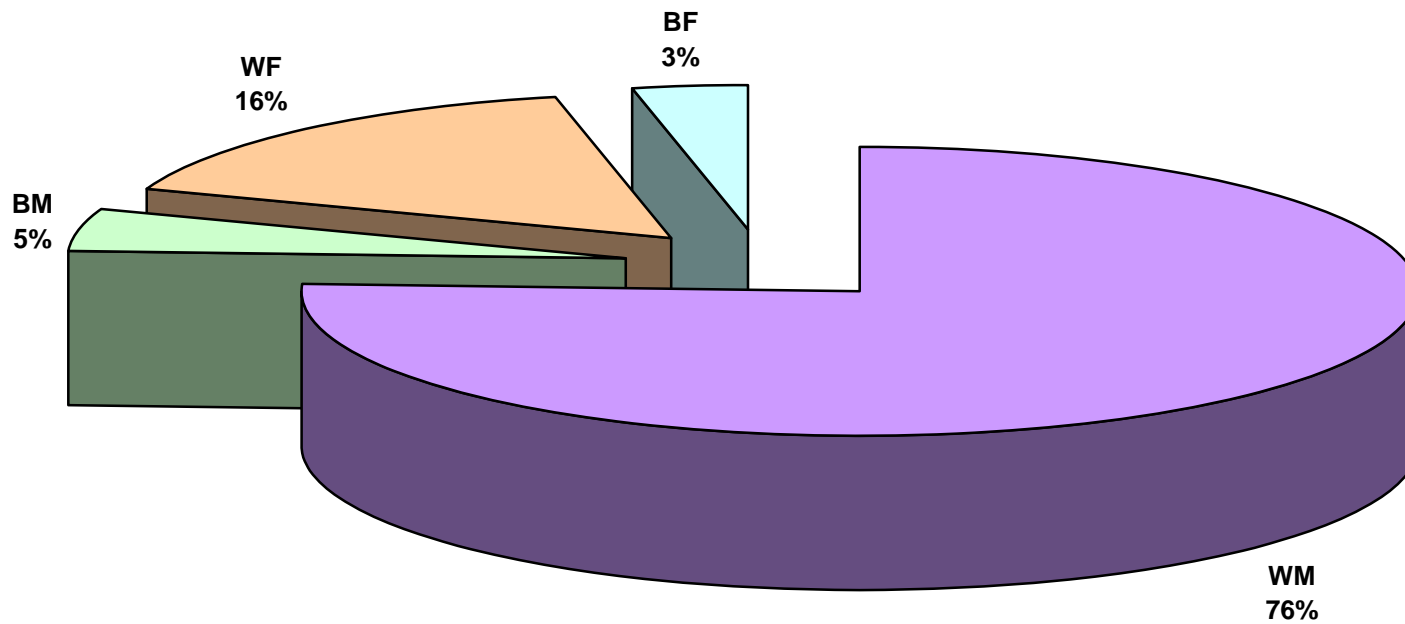
Chart B

Percent of Employee Representation in Top Three Pay Bands by Gender



SECTION III

AGENCY HEADS SEPTEMBER 30, 2005

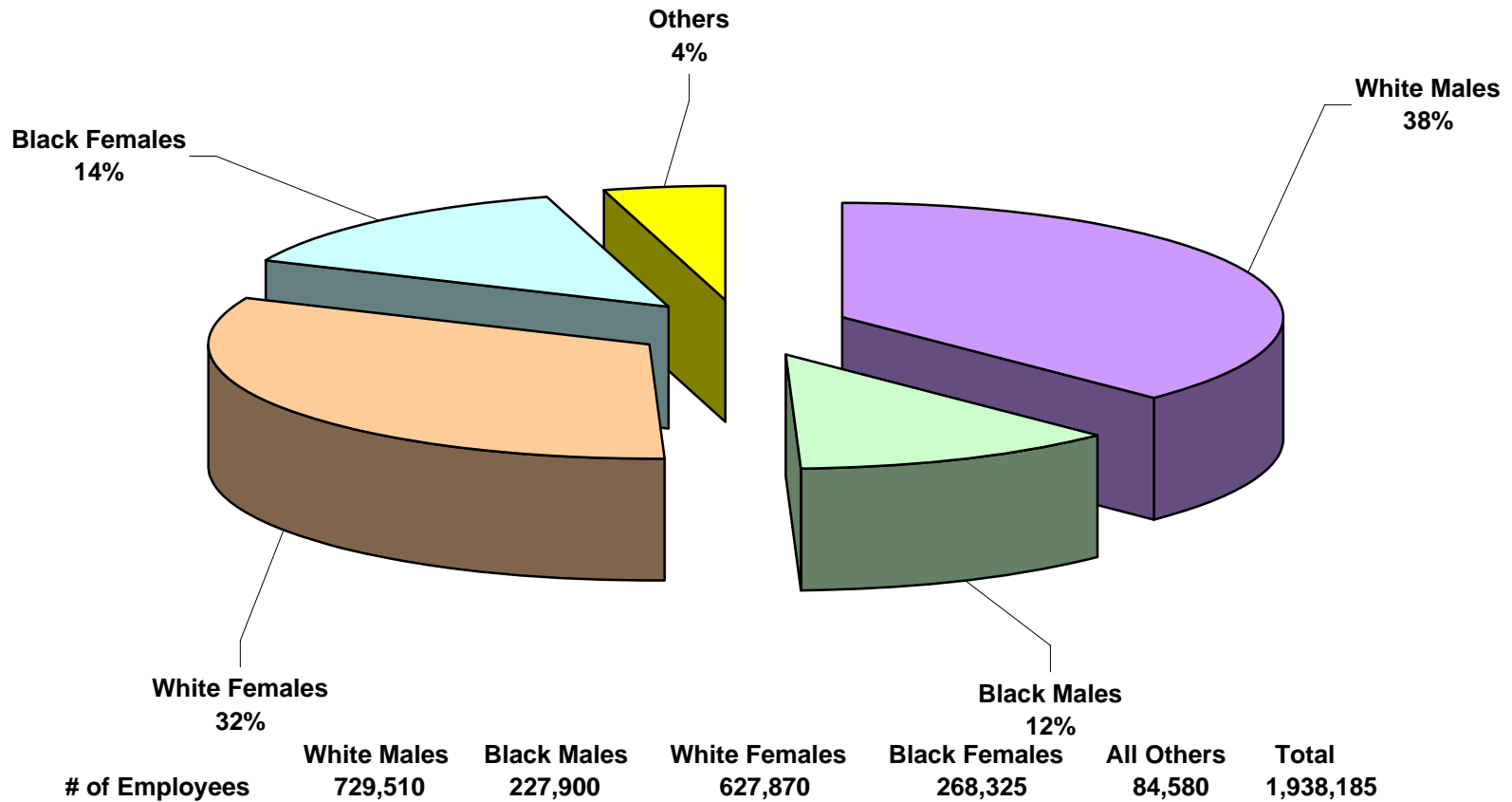


# of Employees	White Males	Black Males	White Females	Black Females	All Others	Total
	66	4	14	3	0	87

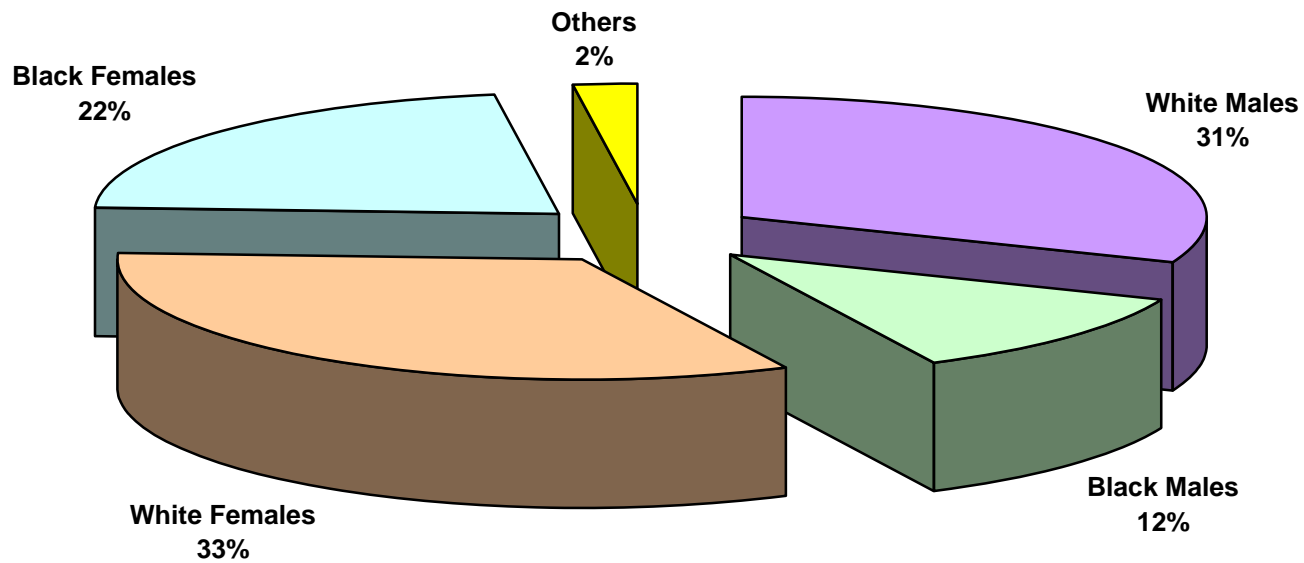
*Includes Agency Heads from State agencies with 15 or more employees.

Race/Sex Composition of the Civilian Labor Force (CLF) in South Carolina: 2000 Census

The CLF estimates are used for comparative purposes only and are not necessarily the qualified labor pool.



Composition of State Government Workforce by Race and Sex September 30, 2005

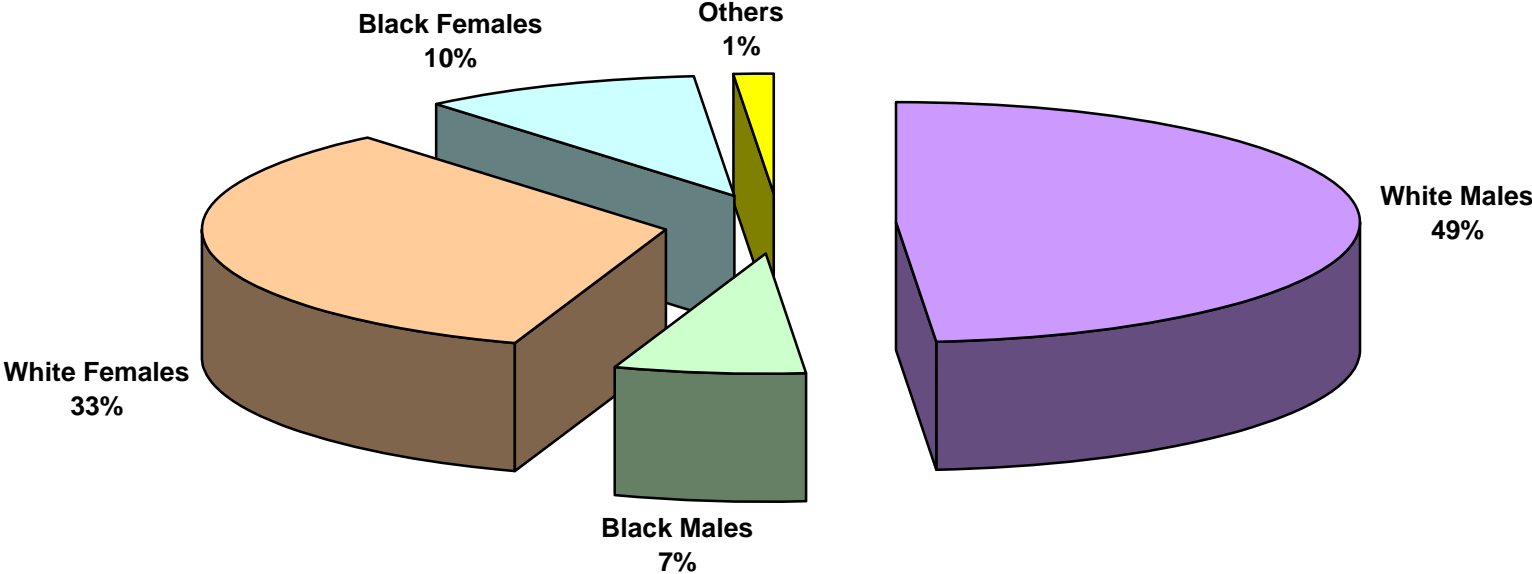


	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	19,328	7,163	20,650	13,619	1,338	62,098

The total of the pie chart percentages may not equal 100 percent due to rounding.
Source of data: SC State Government, Human Resources System

E1: EXECUTIVES

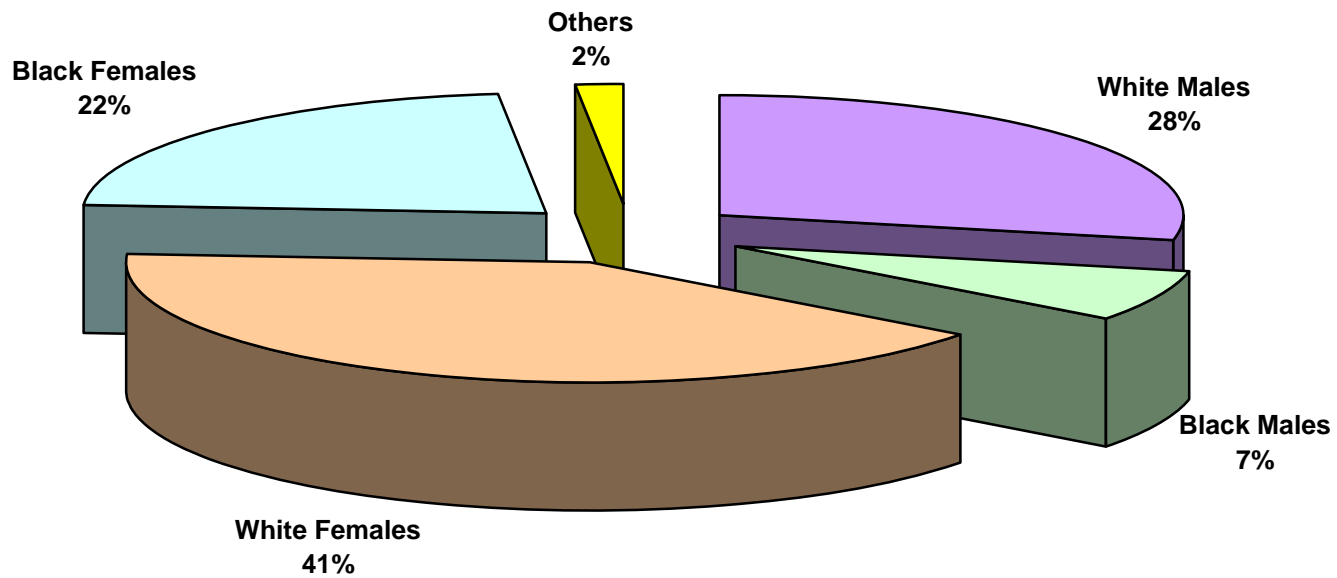
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	975	134	670	199	26	2,004
Average Salary	\$71,333	\$66,737	\$63,414	\$60,392	\$72,199	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

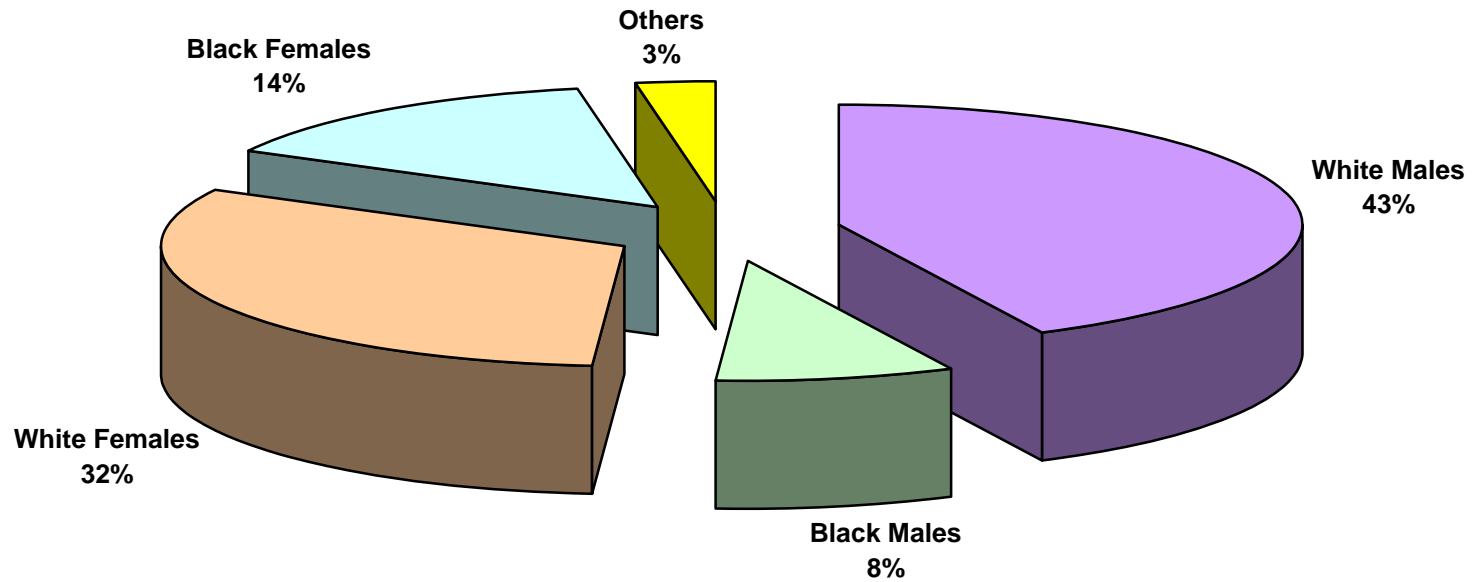
E2: PROFESSIONALS
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	6,207	1,564	8,910	4,886	376	21,943
Average Salary	\$48,700	\$39,537	\$40,824	\$35,138	\$51,608	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

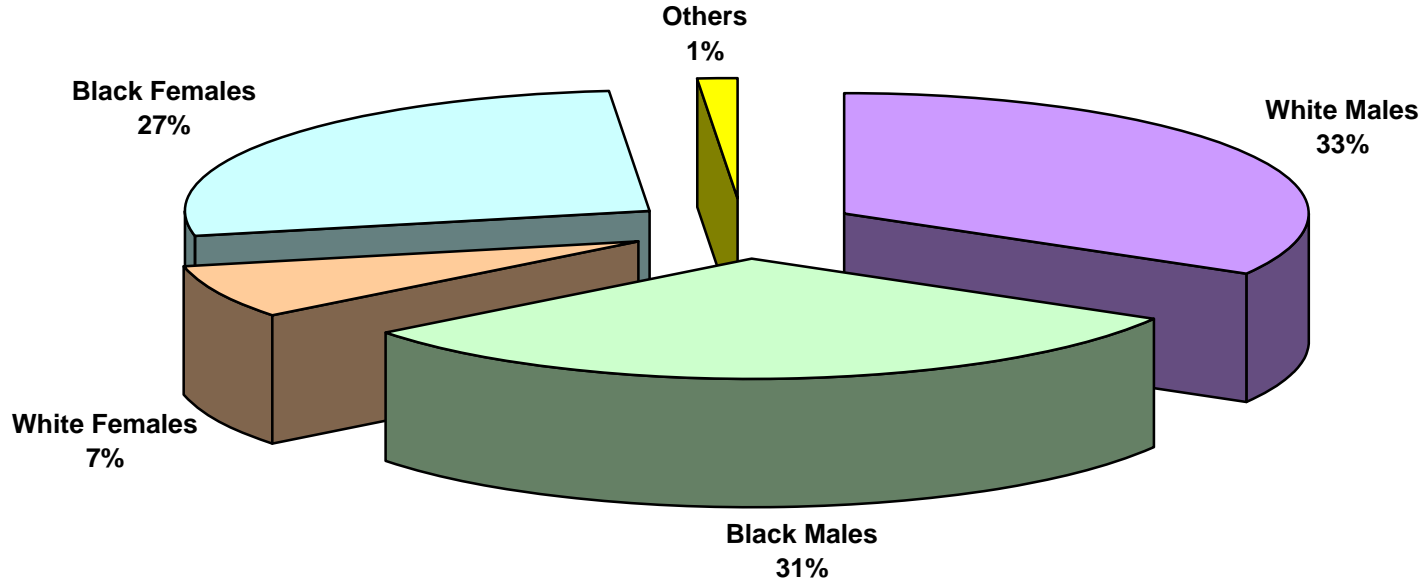
E3: TECHNICIANS
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	1,678	324	1,240	570	109	3,921
Average Salary	\$35,923	\$33,463	\$33,521	\$29,111	\$33,778	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

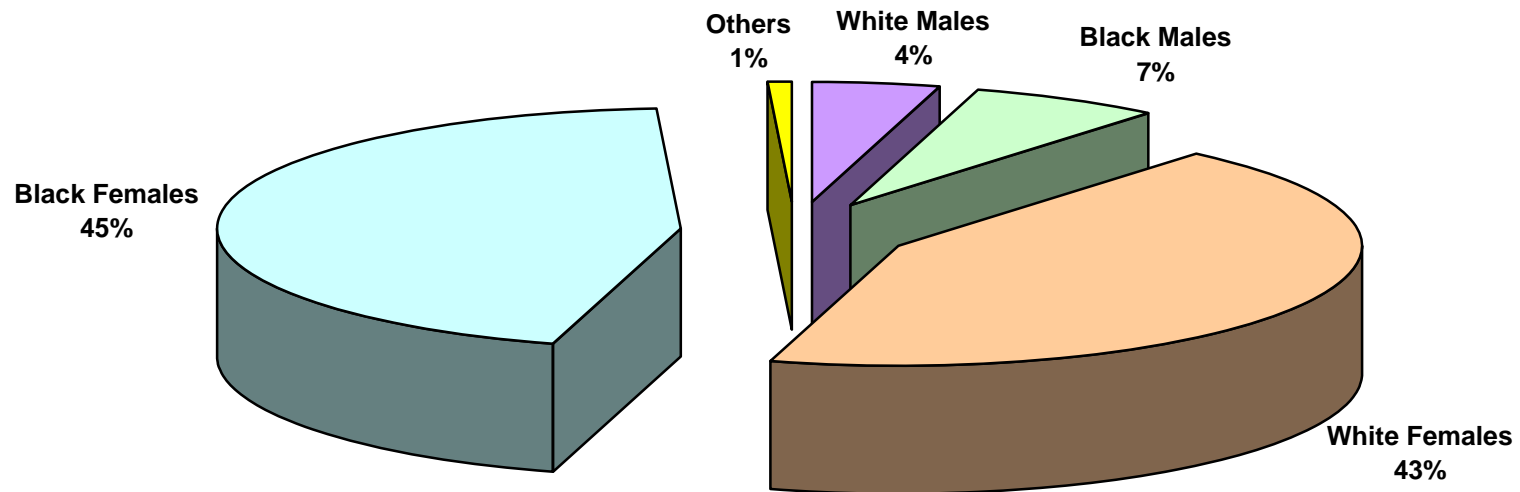
E4: PROTECTIVE SERVICES
 September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	2,059	1,912	457	1,656	87	6,171
Average Salary	\$32,777	\$29,050	\$29,803	\$26,963	\$28,161	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

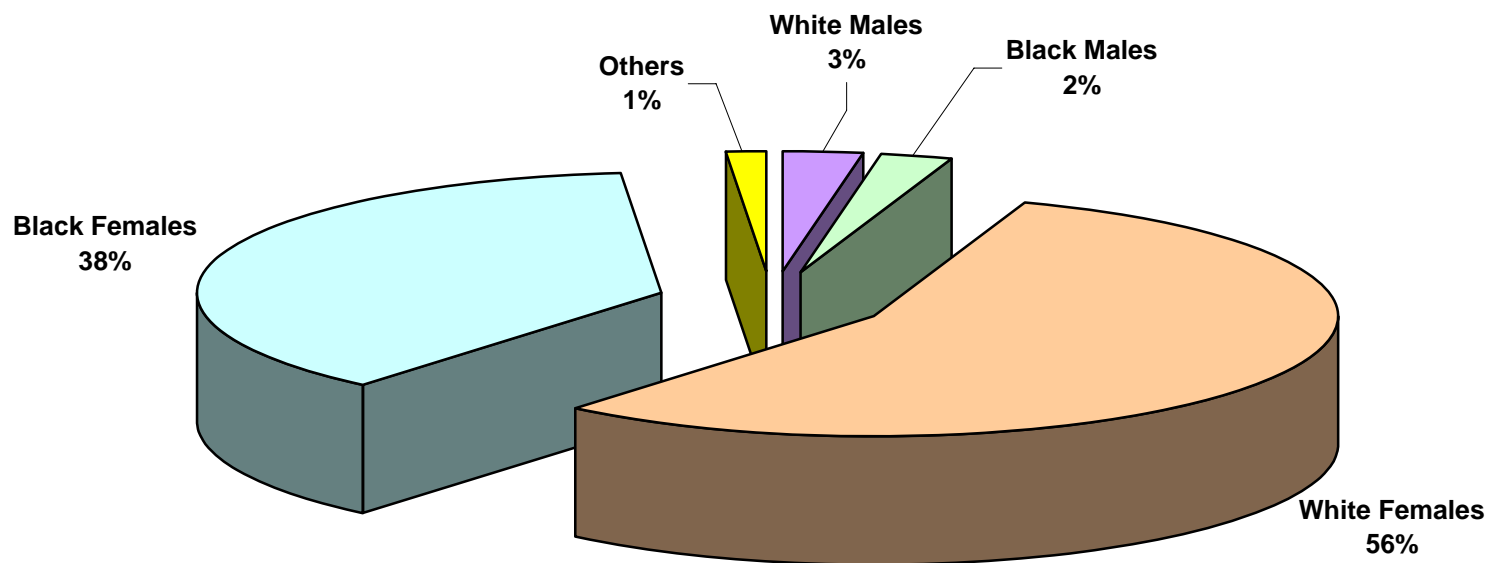
E5: PARAPROFESSIONALS
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	274	415	2,662	2,763	52	6,166
Average Salary	\$25,847	\$21,775	\$28,869	\$23,016	\$24,373	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

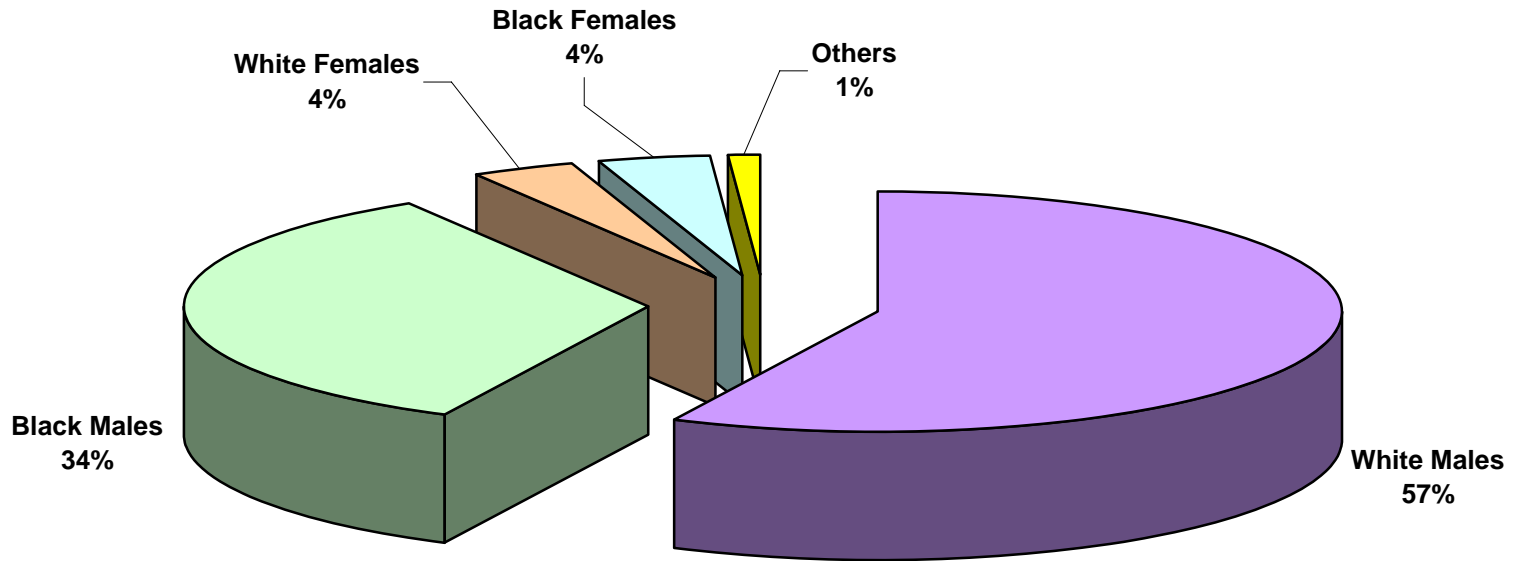
E6: SECRETARIAL/CLERICAL
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	152	135	3,033	2,050	73	5,443
Average Salary	\$23,460	\$23,143	\$24,419	\$23,538	\$23,326	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

E7: SKILLED CRAFT
September 30, 2005

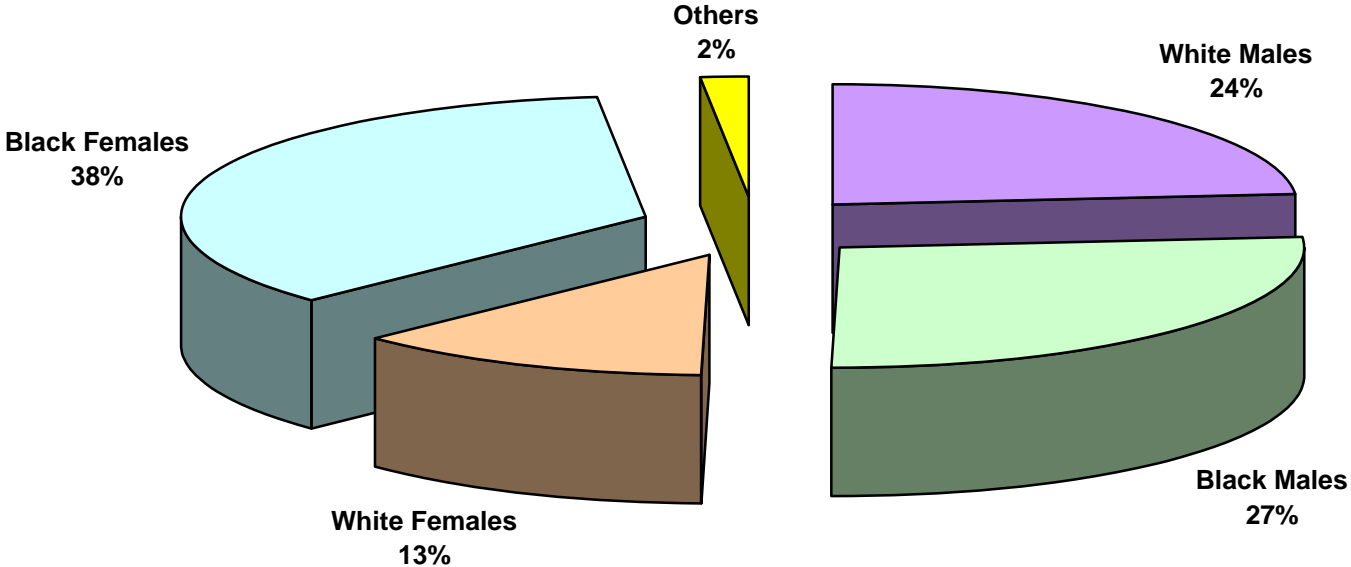


	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	2,755	1,632	179	187	51	4,804
Average Salary	\$29,462	\$26,900	\$24,251	\$23,100	\$24,773	

The total of the pie chart percentages may not equal 100 percent due to rounding.
Source of data: SC State Government, Human Resources System

E8: SERVICE/MAINTENANCE

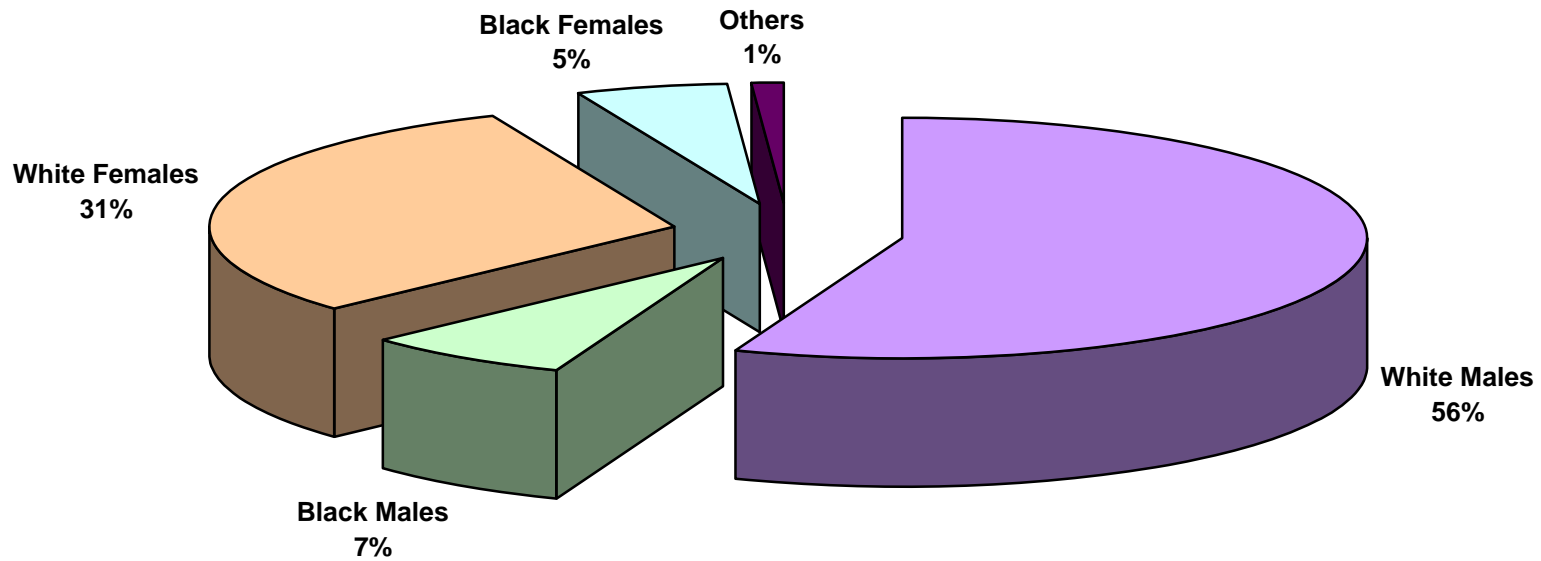
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	585	660	312	878	41	2,476
Average Salary	\$26,390	\$21,424	\$21,524	\$18,691	\$21,716	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

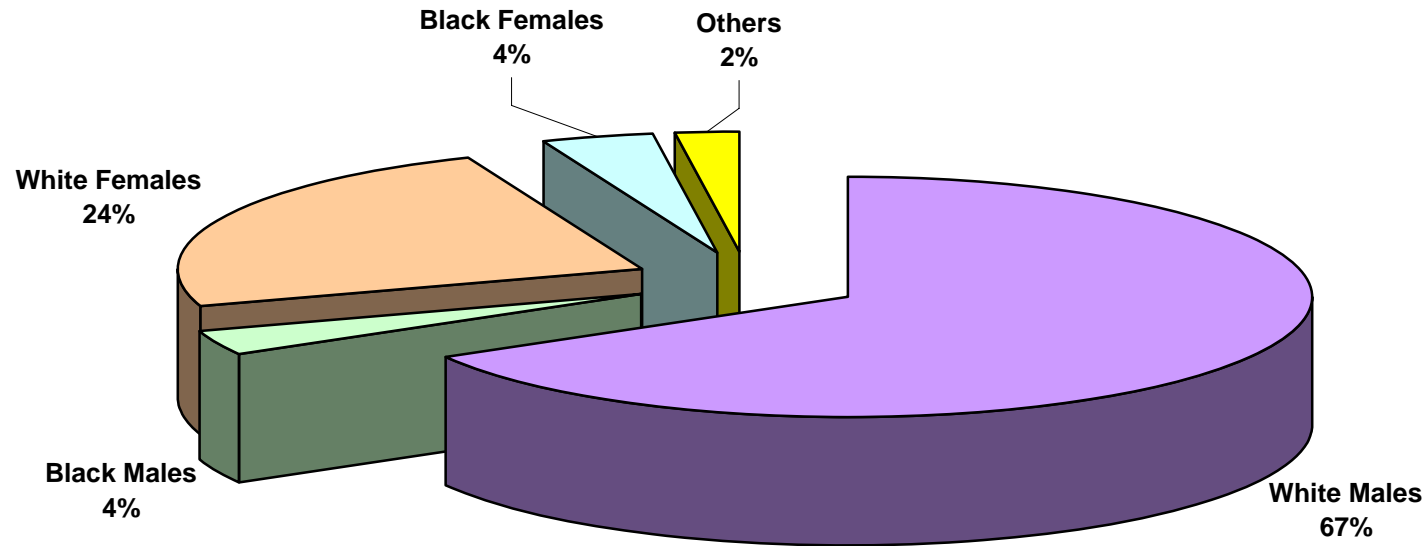
C1: EXECUTIVE/NON-ACADEMIC
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	53	7	29	5	1	95
Average Salary	\$131,072	\$112,493	\$98,618	\$104,546	\$98,325	

The total of the pie chart percentages may not equal 100 percent due to rounding.
Source of data: SC State Government, Human Resources System

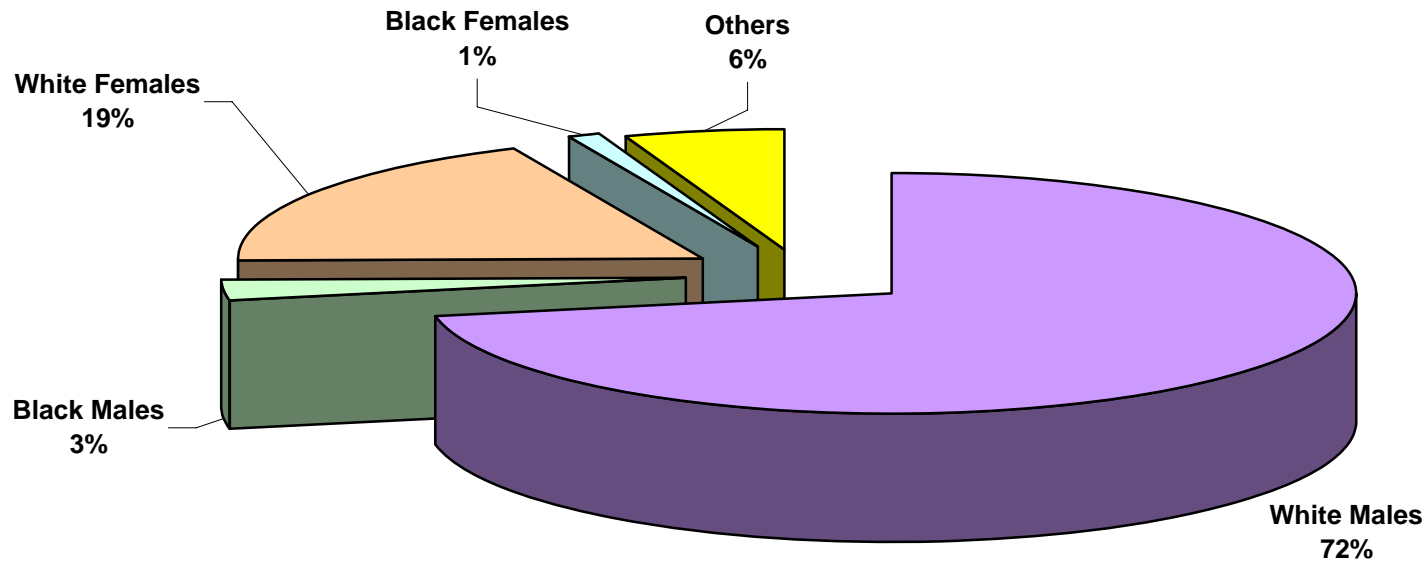
C2: EXECUTIVE/ACADEMIC
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	334	18	119	20	11	502
Average Salary	\$107,848	\$96,789	\$92,780	\$71,934	\$117,856	

The total of the pie chart percentages may not equal 100 percent due to rounding.
Source of data: SC State Government, Human Resources System

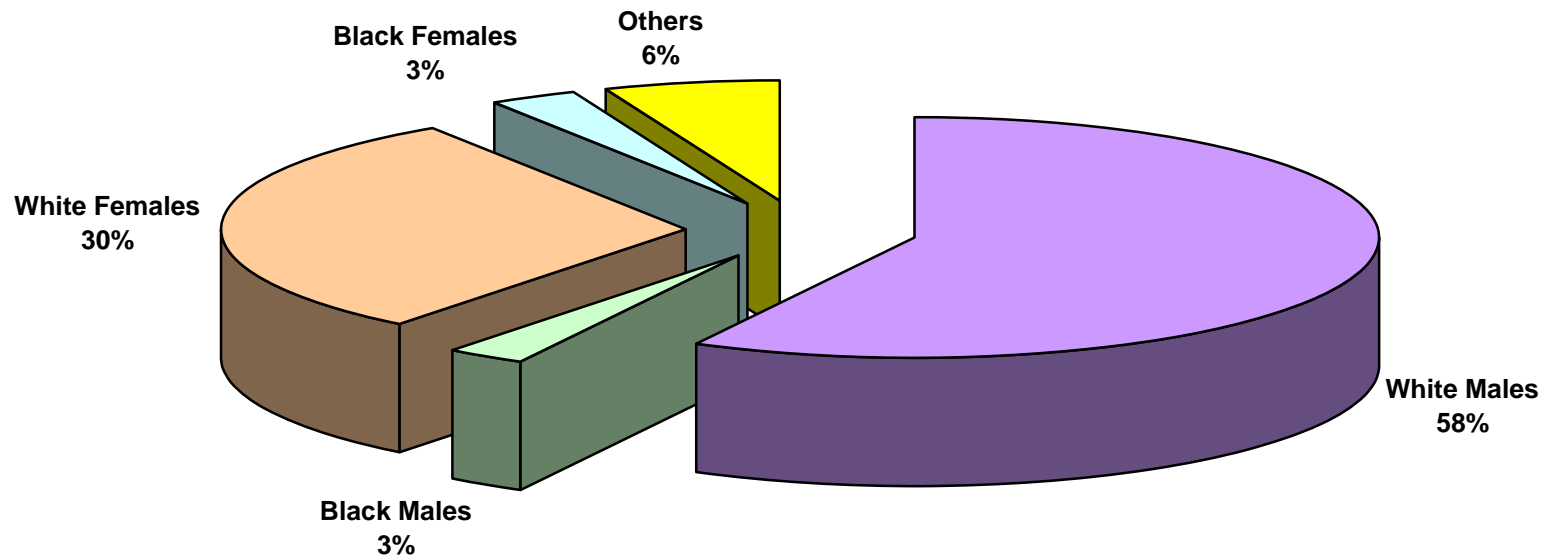
C3: PROFESSORS
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	1,075	39	277	18	83	1,492
Average Salary	\$92,314	\$76,229	\$82,829	\$80,183	\$90,409	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

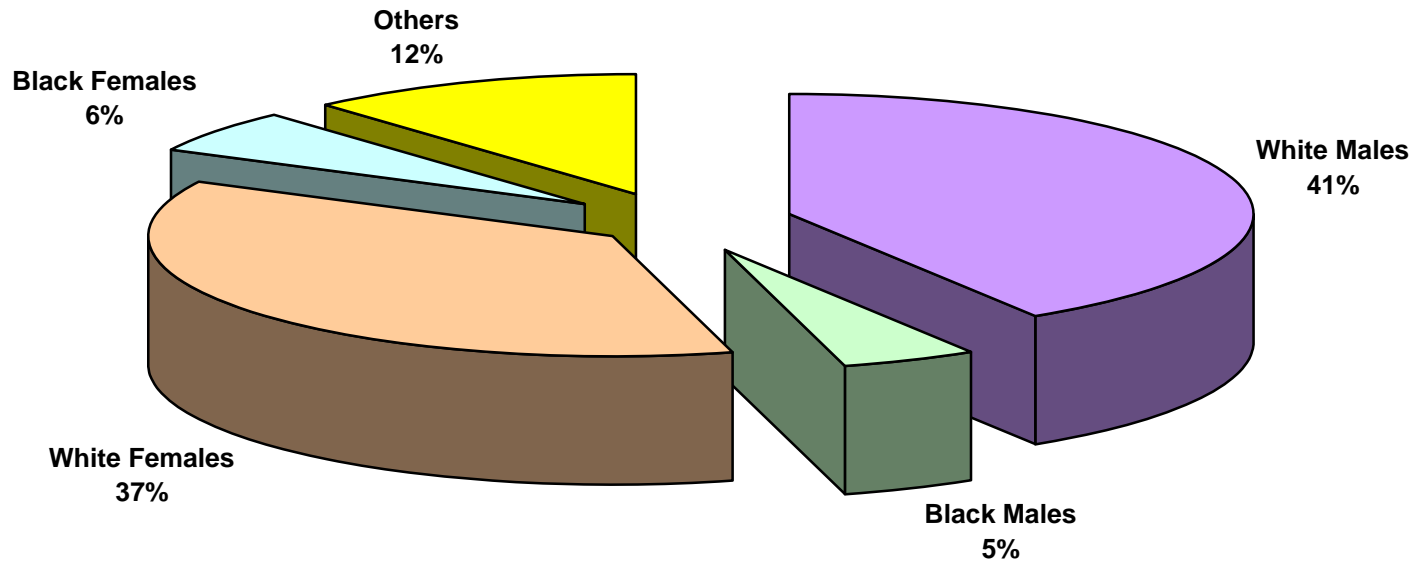
C4: ASSOCIATE PROFESSORS
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	795	38	420	41	84	1,378
Average Salary	\$67,395	\$65,908	\$64,844	\$67,781	\$67,665	

The total of the pie chart percentages may not equal 100 percent due to rounding.
Source of data: SC State Government, Human Resources System

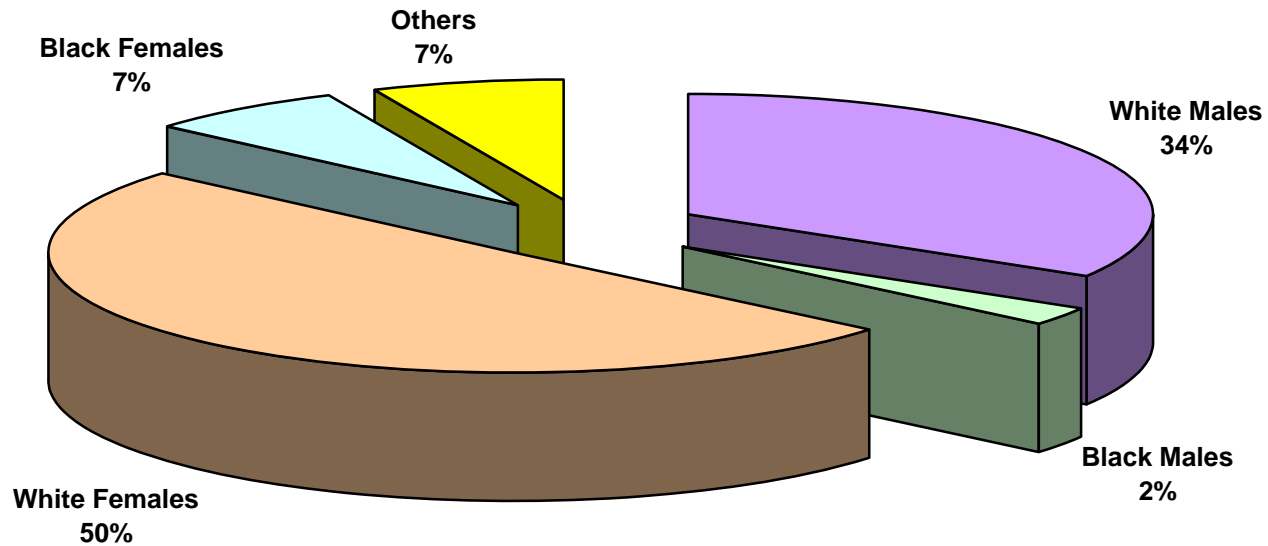
C5: ASSISTANT PROFESSORS
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	630	74	564	90	177	1,535
Average Salary	\$57,293	\$58,565	\$53,230	\$53,732	\$58,994	

The total of the pie chart percentages may not equal 100 percent due to rounding.
Source of data: SC State Government, Human Resources System

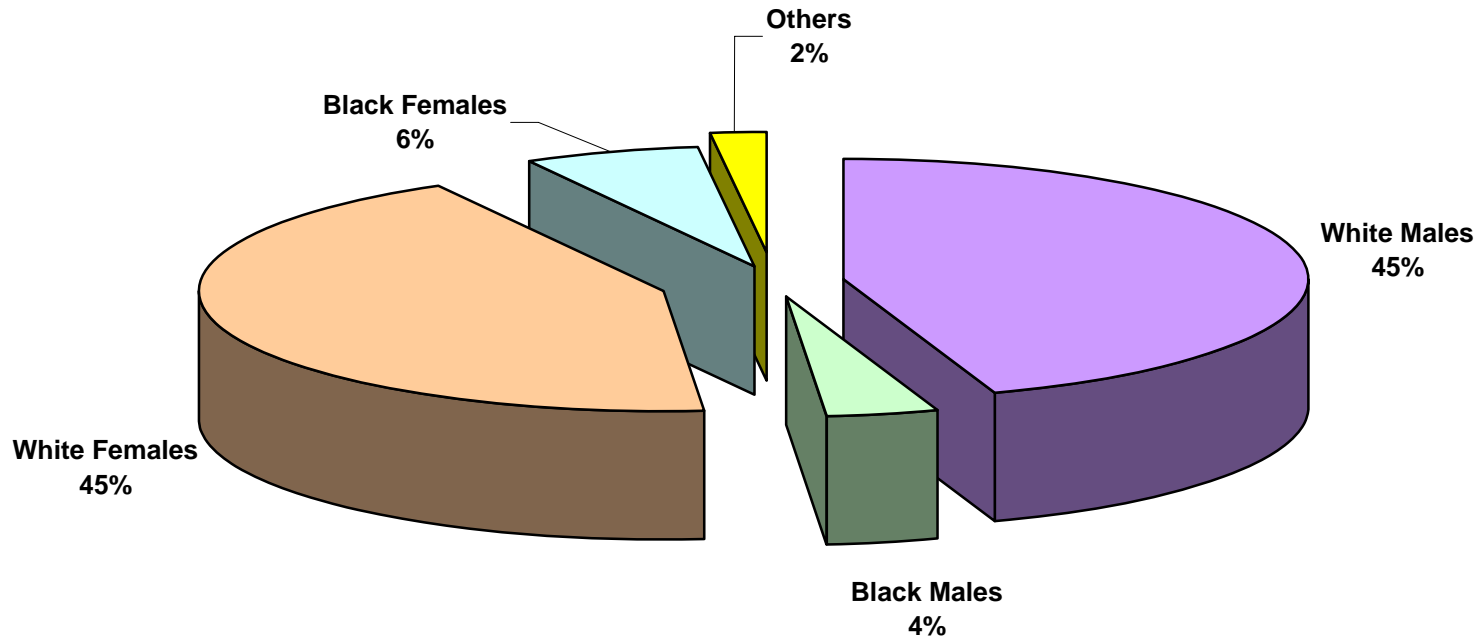
C6: INSTRUCTORS
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	209	15	312	44	41	621
Average Salary	\$47,068	\$38,569	\$44,997	\$45,263	\$40,128	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

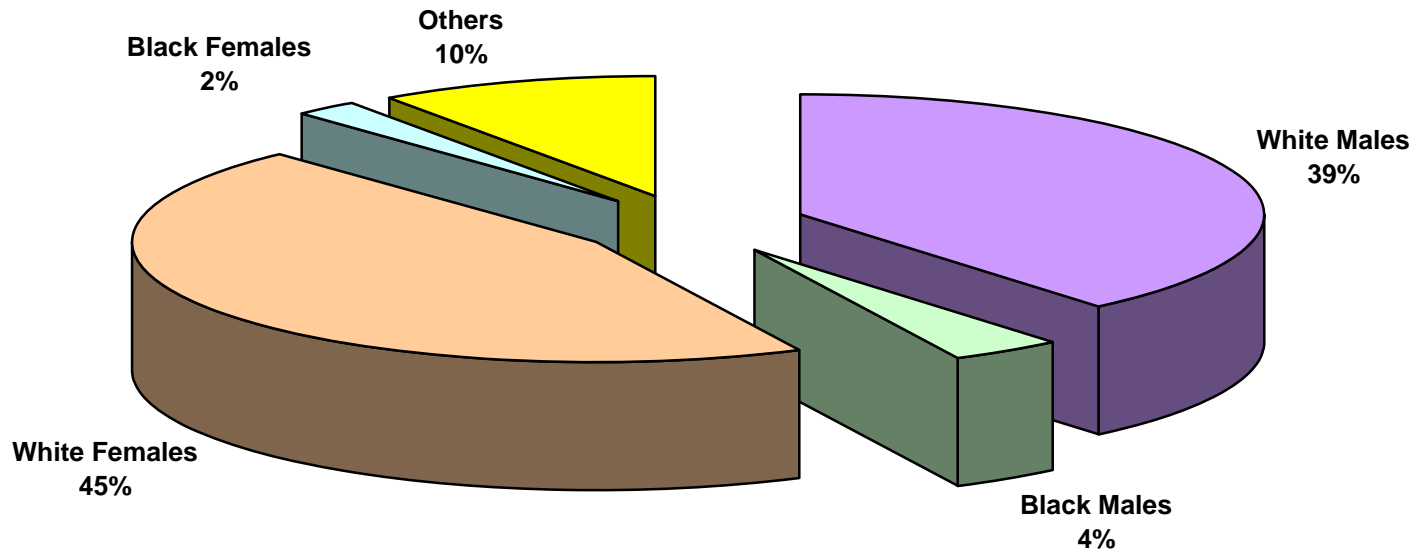
C7: LECTURERS
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	154	14	149	21	7	345
Average Salary	\$57,129	\$59,117	\$49,358	\$45,791	\$45,099	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

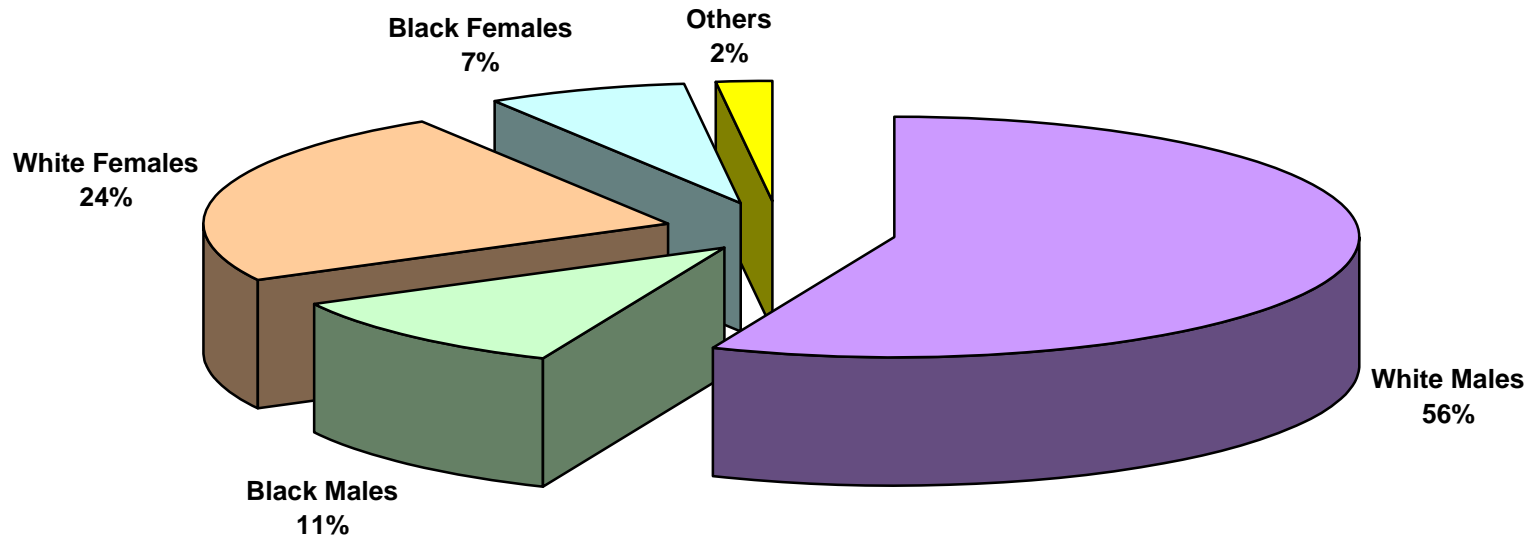
C8: OTHER ACADEMIC
September 30, 2005



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	215	22	251	12	54	554
Average Salary	\$68,756	\$60,995	\$58,737	\$53,986	\$58,449	

The total of the pie chart percentages may not equal 100 percent due to rounding.
Source of data: SC State Government, Human Resources System

C9: OTHER NON-ACADEMIC
September 30, 2005



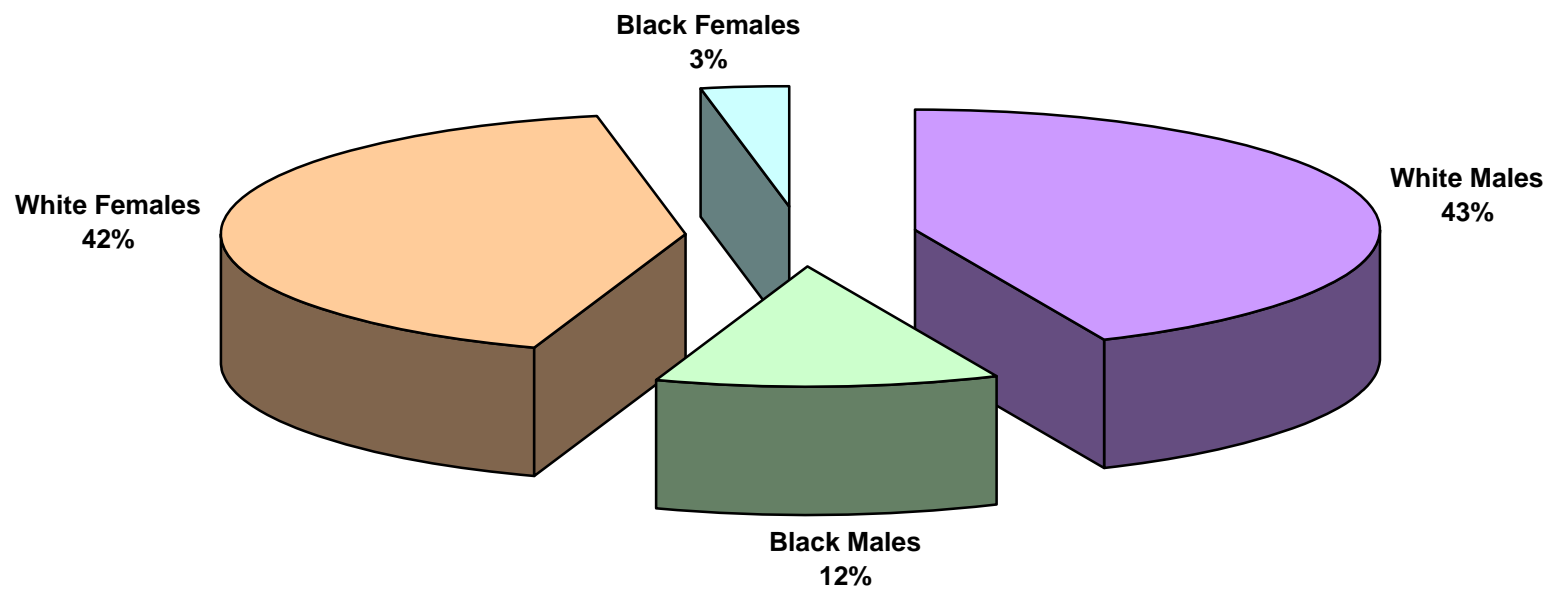
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	387	74	165	47	14	687
Average Salary	\$63,775	\$62,177	\$55,163	\$45,606	\$43,045	

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System

T1: EXECUTIVES/INSTITUTIONAL OFFICERS

September 30, 2005

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	29	8	28	2	0	67
Average Salary	\$119,044	\$99,681	\$111,688	\$120,702		

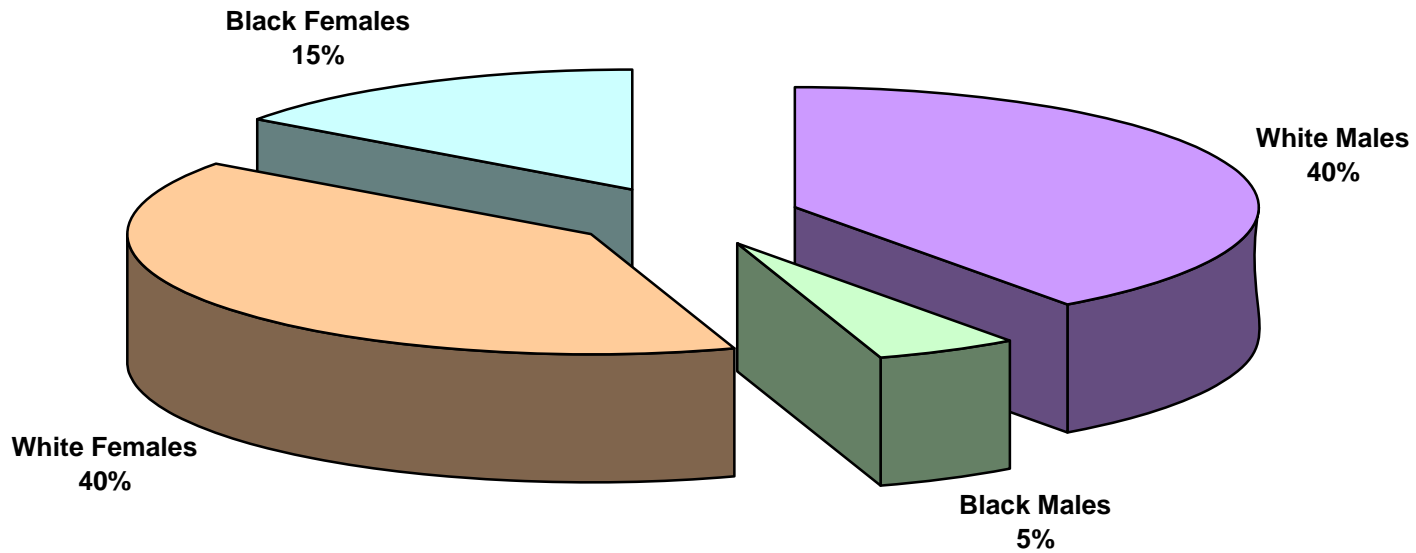
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

T2: MANAGEMENT LEVEL II/EDUCATIONAL PERSONNEL

September 30, 2005

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	16	2	16	6	0	40
Average Salary	\$79,609	\$70,993	\$79,743	\$64,202		

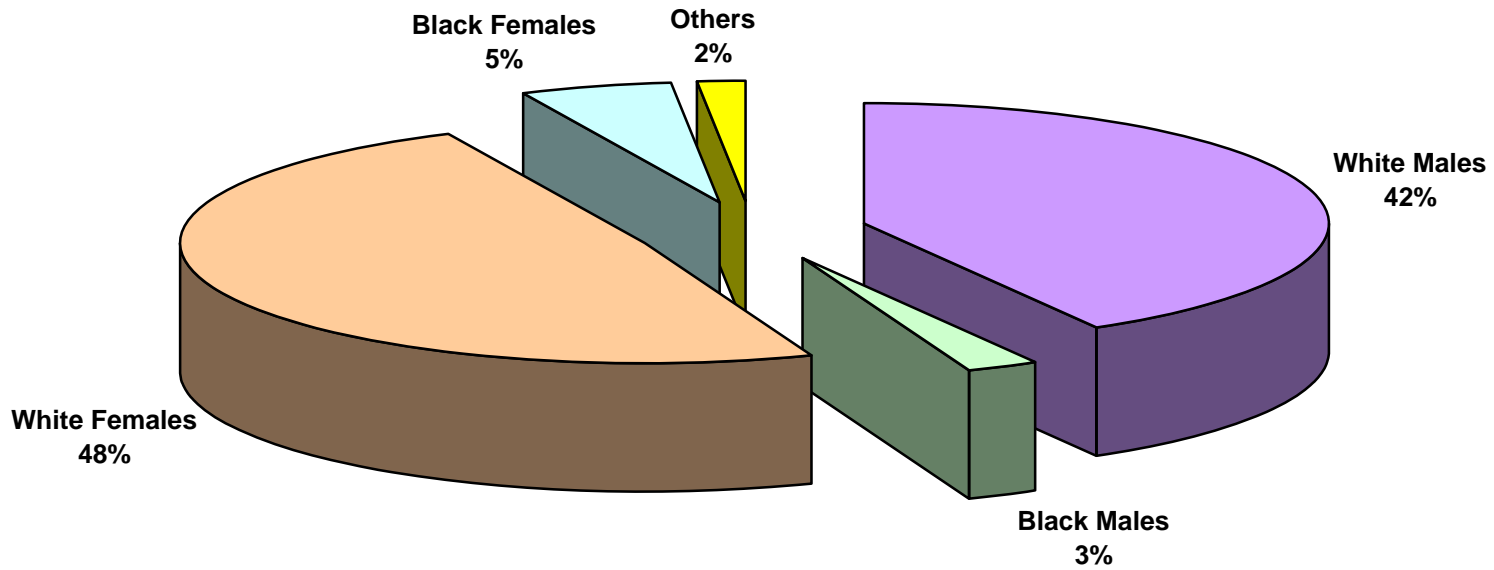
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

T3: FACULTY/ADMINISTRATIVE/TEACHING

September 30, 2005

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	126	8	148	16	5	303
Average Salary	\$48,001	\$45,727	\$45,672	\$41,679	\$47,729	

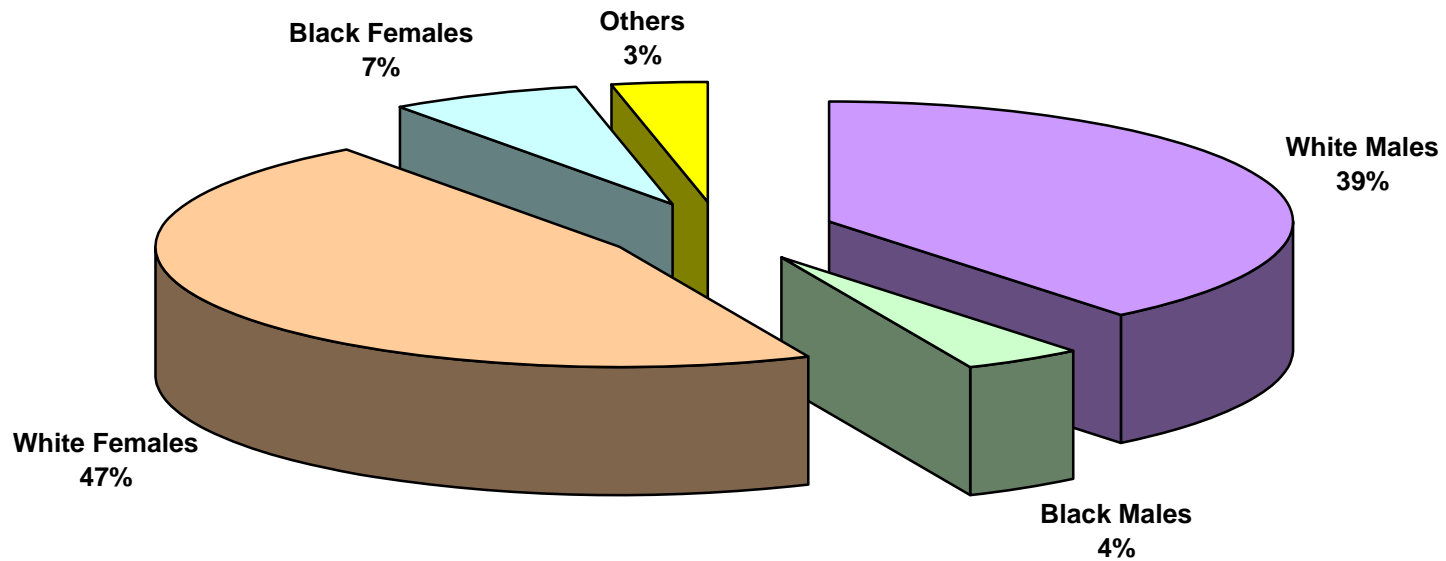
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

T4: FACULTY/TEACHING

September 30, 2005

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	556	60	663	97	46	1,422
Average Salary	\$43,304	\$40,754	\$42,090	\$40,985	\$40,539	

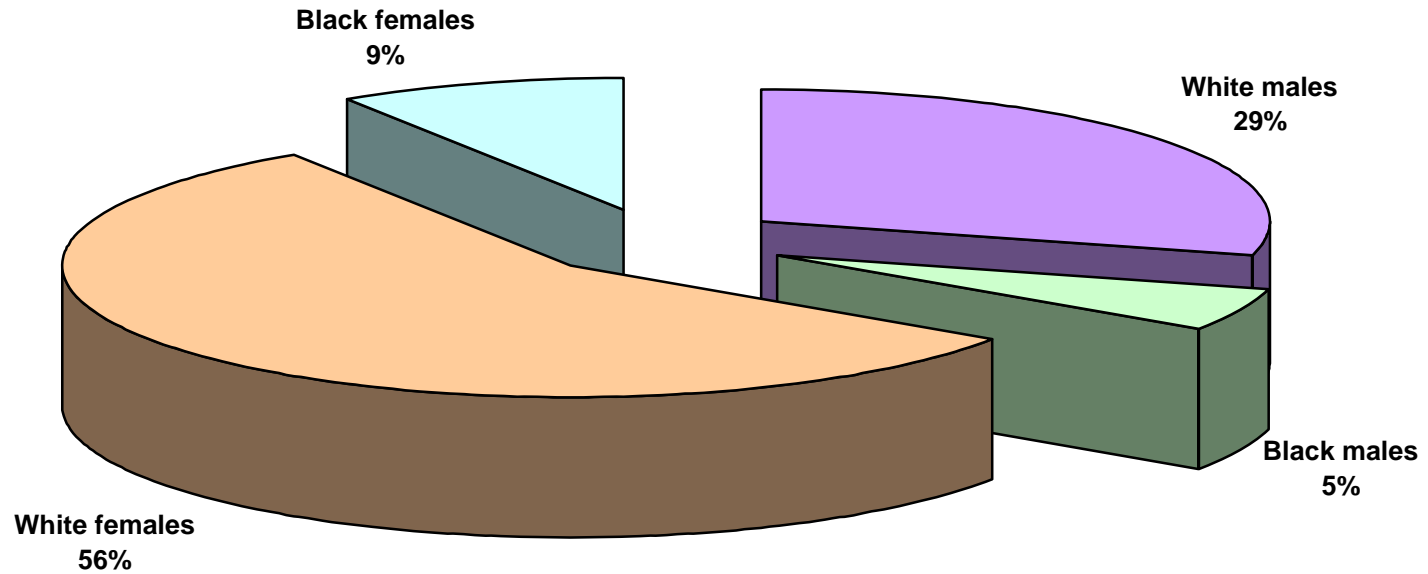
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

T5: PROFESSIONAL/EDUCATIONAL PERSONNEL

September 30, 2005

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	16	3	31	5	0	55
Average Salary	\$66,701	\$63,672	\$66,488	\$60,596		

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

Source of data: SC State Government, Human Resources System

SECTION IV

STATUS OF AFFIRMATIVE ACTION PROGRAMS

Level of Goal Attainment

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

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

Chart C: Percentage Level of Goal Attainment Ranked by Agency Size (15 - 100)

Chart D: Percentage Level of Goal Attainment Ranked by Agency Size (101 - 500)

Chart E: Percentage Level of Goal Attainment Ranked by Agency Size (501 and 1000)

Chart F: Percentage Level of Goal Attainment Ranked by Agency Size (1001 and up)

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

Chart H: Percentage Level of Goal Attainment Ranked from Highest to Lowest among Technical Colleges

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

LEVEL OF GOAL ATTAINMENT: This was calculated by adding the percentages of goals achieved and dividing by the total number of goals established. If an agency achieved the adjusted availability percentage, it was credited with reaching 100 percent. Wherever a 0* was indicated, that particular goal was not calculated for, nor against the agency, and is not included in the calculation.

NOTE: The Agencies were evaluated using the 2000 Census EEO File that was released in March 2004. The Availability increased in most job areas for minorities and women.

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	HOUSING, FINANCE & DEVELOPMENT AUTHORITY	100.0	111	32	SOCIAL SERVICES, DEPT OF	88.5	3365
1	COMMERCE, DEPARTMENT OF	100.0	119	33	TRIDENT TECHNICAL COLLEGE	88.4	603
2	WORKERS' COMPENSATION	97.7	44	33	SECRETARY OF STATE	88.4	25
2	STATE ACCIDENT FUND	97.7	80	34	DEAF & BLIND, SCHOOL FOR THE	87.4	395
3	GREENVILLE TECHNICAL COLLEGE	97.3	702	35	CENTRAL CAROLINA TECHNICAL COLLEGE	87.0	188
4	EMPLOYMENT SECURITY COMMISSION	97.1	926	36	LABOR, LICENSING AND REGULATIONS	86.8	376
5	ALCOHOL & OTHER DRUG ABUSE SERVICES	96.9	24	37	HORRY-GEORGETOWN TECHNICAL COLLEGE	86.6	288
6	ARTS COMMISSION	96.6	26	38	MUSEUM COMMISSION	86.2	35
7	USC - BEAUFORT CAMPUS	96.1	102	39	LIBRARY, STATE	85.7	41
8	INSURANCE, DEPARTMENT OF	96.0	81	40	FRANCIS MARION UNIVERSITY	85.6	444
9	TREASURER'S OFFICE	95.4	62	41	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	85.4	4267
10	MIDLANDS TECHNICAL COLLEGE	95.1	582	42	ELECTION COMMISSION, STATE	85.1	18
11	VOCATIONAL REHABILITATION DEPARTMENT	95.0	1039	43	USC - AIKEN CAMPUS	84.8	338
12	GOVERNOR'S OFFICE	94.9	230	44	USC - UPSTATE	84.4	428
12	CONSUMER AFFAIRS, DEPARTMENT OF	94.9	42	45	LAW ENFORCEMENT DIVISION, STATE (SLED)	84.1	537
13	TECH & COMP EDUCATION, STATE BOARD OF	94.7	94	46	MENTAL HEALTH, DEPT. OF (STATEWIDE)	83.6	4986
14	SANTEE COOPER	94.0	1743	47	GOVERNOR'S SCH FOR ARTS & HUMANITIES	83.5	67
14	PIEDMONT TECHNICAL COLLEGE	94.0	278	47	EDUCATION, DEPT. OF	83.5	914
15	ARCHIVES AND HISTORY, DEPARTMENT OF	93.6	61	48	NORTHEASTERN TECHNICAL COLLEGE	83.1	86
16	ATTORNEY GENERAL, OFFICE OF	93.2	144	49	SECOND INJURY FUND	82.8	20
17	AIKEN TECHNICAL COLLEGE	92.6	126	50	HEALTH & ENVIRONMENTAL CONTROL	82.7	4481
18	REVENUE, DEPARTMENT OF	92.5	642	51	TRANSPORTATION, DEPT. OF	82.4	4971
19	SPARTANBURG TECHNICAL COLLEGE	92.3	263	52	GOVERNOR'S SCHOOL, SCIENCE & MATH	82.3	30
20	SOUTH CAROLINA EDUCATION LOTTERY	92.0	132	53	DISAB & SPEC NEEDS, DEPT. OF (STWIDE)	82.2	2316
21	YORK TECHNICAL COLLEGE	91.8	285	54	JOHN DE LA HOWE SCHOOL	82.1	86
22	HEALTH AND HUMAN SERVICES, DEPT. OF	91.6	997	55	WINTHROP UNIVERSITY	82.0	786
23	TRI-COUNTY TECHNICAL COLLEGE	91.5	278	56	PUBLIC SAFETY, DEPT. OF	81.3	1410
24	JUVENILE JUSTICE, DEPARTMENT OF	90.9	1848	57	BUDGET AND CONTROL BOARD	81.1	1124
25	EDUCATIONAL TELEVISION COMMISSION	90.6	214	58	ADJUTANT GENERAL'S OFFICE	80.7	127
26	HIGHER EDUCATION, COMMISSION ON	90.5	28	59	NATURAL RESOURCES, DEPT OF	80.5	693
27	OPPORTUNITY SCHOOL, WIL LOU GRAY	89.6	54	60	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	79.8	182
28	CORRECTIONS, DEPARTMENT OF	89.4	5647	61	PORTS AUTHORITY, STATE	79.6	598
29	FINANCIAL INSTITUTIONS, BOARD OF	89.2	33	62	COASTAL CAROLINA UNIVERSITY	79.5	727
30	PROBATION, PAROLE AND PARDON	89.1	719	63	TECHNICAL COLLEGE OF THE LOW COUNTRY	78.8	138
30	MOTOR VEHICLES, DEPARTMENT OF	89.1	1099	64	PUBLIC SERVICE COMMISSION	78.7	28
31	COMPTROLLER GENERAL, OFFICE OF	88.7	61	65	FLORENCE-DARLINGTON TECHNICAL COLLEGE	78.1	239

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	
66	CLEMSON UNIVERSITY	77.7	3603	
67	AUDITOR'S OFFICE, STATE	76.8	39	
68	WILLIAMSBURG TECHNICAL COLLEGE	76.6	60	
69	MEDICAL UNIVERSITY OF SOUTH CAROLINA	75.8	2805	
70	USC - REGIONAL CAMPUSES	75.4	248	
71	UNIVERSITY OF SOUTH CAROLINA (TOTAL)	75.0	5559	
72	COLLEGE OF CHARLESTON	74.8	1077	
72	AGRICULTURE, DEPARTMENT OF	74.8	137	
73	USC - COLUMBIA CAMPUS	73.1	4462	
74	PARKS, RECREATION & TOURISM	70.9	447	
75	LIEUTENANT GOVERNOR'S OFFICE	70.6	38	
76	DENMARK TECHNICAL COLLEGE	69.9	104	
77	SOUTH CAROLINA STATE UNIVERSITY	69.3	675	
78	BLIND, COMMISSION FOR THE	67.8	102	
79	LANDER UNIVERSITY	64.3	339	
80	CITADEL, THE	63.4	624	
81	PATRIOT'S POINT	63.3	64	
82	FORESTRY COMMISSION	63.2	363	

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
58	ADJUTANT GENERAL'S OFFICE	80.7	127	26	HIGHER EDUCATION, COMMISSION ON	90.5	28
72	AGRICULTURE, DEPT. OF	74.8	137	37	HORRY-GEORGETOWN TECHNICAL COLLEGE	86.6	288
17	AIKEN TECHNICAL COLLEGE	92.6	126	1	HOUSING, FINANCE & DEVELOPMENT AUTH.	100.0	111
5	ALCOHOL & OTHER DRUG ABUSE SRVS	96.9	24	8	INSURANCE, DEPARTMENT OF	96.0	81
15	ARCHIVES AND HISTORY	93.6	61	54	JOHN DE LA HOWE SCHOOL	82.1	86
6	ARTS COMMISSION	96.6	26	24	JUVENILE JUSTICE, DEPARTMENT OF	90.9	1848
16	ATTORNEY GENERAL, OFFICE OF	93.2	144	36	LABOR, LICENSING & REGULATIONS	86.8	376
67	AUDITOR, STATE	76.8	39	79	LANDER UNIVERSITY	64.3	339
78	BLIND, COMMISSION FOR THE	67.8	102	45	LAW ENFORCEMENT DIVISION, STATE (SLED)	84.1	537
57	BUDGET AND CONTROL BOARD	81.1	1124	39	LIBRARY, STATE	85.7	41
35	CENTRAL CAROLINA TECHNICAL COLLEGE	87.0	188	75	LIEUTENANT GOVERNOR'S OFFICE	70.6	38
80	CITADEL	63.4	624	41	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	85.4	4267
66	CLEMSON UNIVERSITY	77.7	3603	69	MEDICAL UNIVERSITY OF SOUTH CAROLINA	75.8	2805
62	COASTAL CAROLINA UNIVERSITY	79.5	727	46	MENTAL HEALTH, DEPT. OF (STATEWIDE)	83.6	4986
72	COLLEGE OF CHARLESTON	74.8	1077	10	MIDLANDS TECHNICAL COLLEGE	95.1	582
1	COMMERCE, DEPT. OF	100.0	119	30	MOTOR VEHICLES, DEPARTMENT OF	89.1	1099
31	COMPTROLLER GENERAL	88.7	61	38	MUSEUM COMMISSION	86.2	35
12	CONSUMER AFFAIRS, DEPARTMENT OF	94.9	42	59	NATURAL RESOURCES, DEPARTMENT OF	80.5	693
28	CORRECTIONS, DEPT OF	89.4	5647	48	NORTHEASTERN TECHNICAL COLLEGE	83.1	86
34	DEAF & BLIND, SCHOOL FOR THE	87.4	395	27	OPPORTUNITY SCHOOL, WIL LOU GRAY	89.6	54
76	DENMARK TECHNICAL COLLEGE	69.9	104	60	ORANGEBURG-CALHOUN TECH. COLLEGE	79.8	182
53	DISABILITIES & SPECIAL NEEDS (ST WIDE)	82.2	2316	74	PARKS, RECREATION & TOURISM, DEPT OF	70.9	447
47	EDUCATION, DEPT. OF	83.5	914	81	PATRIOT'S POINT	63.3	64
25	EDUCATIONAL TELEVISION COMMISSION	90.6	214	14	PIEDMONT TECHNICAL COLLEGE	94.0	278
42	ELECTION COMMISSION, STATE	85.1	18	61	PORTS AUTHORITY, STATE	79.6	598
4	EMPLOYMENT SECURITY COMMISSION	97.1	926	30	PROBATION, PAROLE AND PARDON	89.1	719
29	FINANCIAL INSTITUTIONS, BOARD OF	89.2	33	56	PUBLIC SAFETY, DEPARTMENT OF	81.3	1410
65	FLORENCE-DARLINGTON TECH COLLEGE	78.1	239	64	PUBLIC SERVICE COMMISSION	78.7	28
82	FORESTRY COMMISSION	63.2	363	18	REVENUE, DEPARTMENT OF	92.5	642
40	FRANCIS MARION UNIVERSITY	85.6	444	14	SANTEE COOPER	94.0	1743
12	GOVERNOR'S OFFICE	94.9	230	49	SECOND INJURY FUND	82.8	20
47	GOVERNOR'S SCHOOL ARTS - HUMANITIES	83.5	67	33	SECRETARY OF STATE	88.4	25
52	GOVERNOR'S SCHOOL SCIENCE & MATH	82.3	30	32	SOCIAL SERVICES, DEPT. OF (STATEWIDE)	88.5	3365
3	GREENVILLE TECHNICAL COLLEGE	97.3	702	20	SOUTH CAROLINA EDUCATION LOTTERY	92.0	132
50	HEALTH & ENVIRONMENTAL CONTROL	82.7	4481	77	SOUTH CAROLINA STATE UNIVERSITY	69.3	675
22	HEALTH & HUMAN SERVICES, DEPT. OF	91.6	997	19	SPARTANBURG TECHNICAL COLLEGE	92.3	263
				2	STATE ACCIDENT FUND	97.7	80

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	
13	TECH. & COMP. EDUCATION, STATE BOARD	94.7	94	
63	TECH COLLEGE OF THE LOW COUNTRY	78.8	138	
51	TRANSPORTATION, DEPARTMENT OF	82.4	4971	
9	TREASURER'S OFFICE	95.4	62	
23	TRI-COUNTY TECHNICAL COLLEGE	91.5	278	
33	TRIDENT TECHNICAL COLLEGE	88.4	603	
71	USC - TOTAL SYSTEM	75	5559	
43	USC - AIKEN CAMPUS	84.8	338	
7	USC - BEAUFORT CAMPUS	96.1	102	
73	USC - COLUMBIA CAMPUS	73.1	4462	
70	USC - REGIONAL CAMPUSES	75.4	248	
44	USC - UPSTATE	84.4	428	
11	VOCATIONAL REHABILITATION DEPT.	95	1039	
68	WILLIAMSBURG TECHNICAL COLLEGE	76.6	60	
55	WINTHROP UNIVERSITY	82	786	
2	WORKER'S COMPENSATION COMMISSION	97.7	44	
21	YORK TECHNICAL COLLEGE	91.8	285	

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Chart C: Agency Size (Highest to Lowest)

15 - 100

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	WORKERS' COMPENSATION COMMISSION	97.7	44
1	STATE ACCIDENT FUND	97.7	80
2	ALCOHOL & OTHER DRUG ABUSE SVCS	96.9	24
3	ARTS COMMISSION	96.6	26
4	INSURANCE, DEPARTMENT OF	96.0	81
5	TREASURER'S OFFICE	95.4	62
6	CONSUMER AFFAIRS, DEPARTMENT OF	94.9	42
7	TECH & COMP EDUCATION, STATE BOARD	94.7	94
8	ARCHIVES AND HISTORY, DEPARTMENT OF	93.6	61
9	HIGHER EDUCATION, COMMISSION ON	90.5	28
10	OPPORTUNITY SCHOOL, WIL LOU GRAY	89.6	54
11	FINANCIAL INSTITUTIONS, BOARD OF	89.2	33
12	COMPTROLLER GENERAL	88.7	61
13	SECRETARY OF STATE	88.4	25
14	MUSEUM COMMISSION	86.2	35
15	LIBRARY, STATE	85.7	41
16	ELECTION COMMISSION, STATE	85.1	18
17	GOV'S SCHOOL FOR ARTS & HUMANITIES	83.5	67
18	NORTHEASTERN TECHNICAL COLLEGE	83.1	86
19	SECOND INJURY FUND	82.8	20
20	GOV'S SCHOOL FOR SCIENCE & MATH	82.3	30
21	JOHN DE LA HOWE	82.1	86
22	PUBLIC SERVICE COMMISSION	78.7	28
23	AUDITOR'S OFFICE, STATE	76.8	39
24	WILLIAMSBURG TECHNICAL COLLEGE	76.6	60
25	LIEUTENANT GOVERNOR'S OFFICE	70.6	38
26	PATRIOT'S POINT	63.3	64

Chart D: Agency Size (Highest to Lowest)

101 - 500

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	HOUSING, FINANCE & DEVELOPMENT AUTH.	100.0	111
1	COMMERCE, DEPARTMENT OF	100.0	119
2	USC - BEAUFORT CAMPUS	96.1	102
3	GOVERNOR'S OFFICE	94.9	230
4	PIEDMONT TECH COLLEGE	94.0	278
5	ATTORNEY GENERAL, OFFICE OF	93.2	144
6	AIKEN TECHNICAL COLLEGE	92.6	126
7	SPARTANBURG TECH COLLEGE	92.3	263
8	SOUTH CAROLINA EDUCATION LOTTERY	92.0	132
9	YORK TECH COLLEGE	91.8	285
10	TRI-COUNTY TECH COLLEGE	91.5	278
11	EDUCATIONAL TELEVISION COMMISSION	90.6	214
12	DEAF & BLIND, SCHOOL FOR THE	87.4	395
13	CENTRAL CAROLINA TECH COLLEGE	87.0	188
14	LABOR, LICENSING AND REGULATIONS	86.8	376
15	HORRY-GEORGETOWN TECH COLLEGE	86.6	288
16	FRANCIS MARION UNIVERSITY	85.6	444
17	USC - AIKEN	84.8	338
18	USC - UPSTATE	84.4	428
19	ADJUTANT GENERAL'S OFFICE	80.7	127
20	ORANGEBURG-CALHOUN TECH COLLEGE	79.8	182
21	TECH COLLEGE OF THE LOW COUNTRY	78.8	138
22	FLORENCE-DARLINGTON TECH COLLEGE	78.1	239
23	USC - REGIONAL CAMPUSES	75.4	248
24	AGRICULTURE, DEPARTMENT OF	74.8	137
25	PARKS, RECREATION & TOURISM	70.9	447
26	DENMARK TECHNICAL COLLEGE	69.9	104
27	BLIND, COMMISSION FOR THE	67.8	102
28	LANDER UNIVERSITY	64.3	339
29	FORESTRY COMMISSION	63.2	363

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Chart E: Agency Size (Highest to Lowest)

501 - 1000

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	GREENVILLE TECH COLLEGE	97.3	702
2	EMPLOYMENT SECURITY COMM	97.1	926
3	MIDLANDS TECH COLLEGE	95.1	582
4	REVENUE, DEPT. OF	92.5	642
5	HEALTH AND HUMAN SERVICES	91.6	997
6	PROBATION, PAROLE AND PARDON	89.1	719
7	TRIDENT TECHNICAL COLLEGE	88.4	603
8	LAW ENFORCEMENT DIVISION, STATE	84.1	537
9	EDUCATION, DEPT. OF	83.5	914
10	WINTHROP UNIVERSITY	82.0	786
11	NATURAL RESOURCES, DEPT. OF	80.5	693
12	PORTS AUTHORITY, STATE	79.6	598
13	COASTAL CAROLINA UNIVERSITY	79.5	727
14	SOUTH CAROLINA STATE UNIVERSITY	69.3	675
15	THE CITADEL	63.4	624

Chart F: Agency Size (Highest to Lowest)

1001 and UP

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	VOCATIONAL REHABILITATION	95.0	1039
2	SANTEE COOPER	94.0	1743
3	JUVENILE JUSTICE, DEPT. OF	90.9	1848
4	CORRECTIONS, DEPT. OF	89.4	5647
5	MOTOR VEHICLES, DEPT. OF	89.1	1099
6	SOCIAL SERVICES, DEPT. OF (STATEWIDE)	88.5	3365
7	MEDICAL UNIVERSITY HOSPITAL AUTH	85.4	4267
8	MENTAL HEALTH, (DMH)(STATEWIDE)	83.6	4986
9	HEALTH & ENVIRON CONTROL (DHEC)	82.7	4481
10	TRANSPORTATION, DEPT. OF	82.4	4971
11	DISABILITIES AND SPECIAL NEEDS (ST. WIDE)	82.2	2316
12	PUBLIC SAFETY, DEPT. OF	81.3	1410
13	BUDGET AND CONTROL BOARD	81.1	1124
14	CLEMSON UNIVERSITY	77.7	3603
15	MEDICAL UNIVERSITY OF SOUTH CAROLINA	75.8	2805
16	UNIV OF SOUTH CAROLINA - TOTAL SYSTEM	75.0	5559
17	COLLEGE OF CHARLESTON	74.8	1077
18	USC - COLUMBIA CAMPUS	73.1	4462

CHART G

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	FRANCIS MARION UNIVERSITY	85.6	444
2	WINTHROP UNIVERSITY	82.0	786
3	COASTAL CAROLINA UNIVERSITY	79.5	727
4	CLEMSON UNIVERSITY	77.7	3603
5	MEDICAL UNIVERSITY OF SOUTH CAROLINA	75.8	2805
6	USC - TOTAL SYSTEM	75.0	5559
7	COLLEGE OF CHARLESTON	74.8	1077
8	SOUTH CAROLINA STATE UNIVERSITY	69.3	675
9	LANDER UNIVERSITY	64.3	339
10	CITADEL, THE	63.4	624

CHART H

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	GREENVILLE TECH COLLEGE	97.3	702
2	MIDLANDS TECH COLLEGE	95.1	582
3	TECH & COMP EDUCATION, STATE BOARD	94.7	94
4	PIEDMONT TECH COLLEGE	94.0	278
5	AIKEN TECH COLLEGE	92.6	126
6	SPARTANBURG TECH COLLEGE	92.3	263
7	YORK TECH COLLEGE	91.8	285
8	TRI-COUNTY TECH COLLEGE	91.5	278
9	TRIDENT TECH COLLEGE	88.4	603
10	CENTRAL CAROLINA TECH COLLEGE	87.0	188
11	HORRY-GEORGETOWN TECH COLLEGE	86.6	288
12	NORTHEASTERN TECH COLLEGE	83.1	86
13	ORANGEBURG-CALHOUN TECH COLLEGE	79.8	182
14	TECH COLLEGE OF THE LOW COUNTRY	78.8	138
15	FLORENCE-DARLINGTON TECH COLLEGE	78.1	239
16	WILLIAMSBURG TECH COLLEGE	76.6	60
17	DENMARK TECH COLLEGE	69.9	104

SECTION V

Explanation of Agency Charts

Pages 71 through 193 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2004 through September 30, 2005). 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. 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 paper work required in an office. Includes bookkeepers, messengers, office machines operators, clerk-typists, stenographers, court transcribers, secretaries, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized area or subdivision thereof. Includes 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 judgement, 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, 2004. For purposes of the report, the following race/sex categories are used:

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

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

Column Three: Adjusted Availability

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. In the 1990 census data, no other minority group met the two percent threshold. We are currently evaluating the 2000 Census EEO file. 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. Historically, there has not been a pattern of underutilization of white males in employer workforces.

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.

Column Four: Underutilization

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

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

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

Column Five: New Hires and Promotions 10/01/04 – 9/30/2005

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2004 and September 30, 2005. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions, 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 percent of the goals achieved is noted at the bottom of each agency's chart. (See Page 53 to determine how to calculate.)

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

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

SECTION VI

Note: Availability estimates used in this report are based on the 2000 Census Data, EEO Special File. This is the first report using the 2000 Census data as the basis for estimating Availability. In many job areas the Availability for minorities and females increased.

Adjutant General's Office

Agency Director: Major General Stanhope S. Spears

EEO Officer: Wanda B. Hill and Robert L. Faulk

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	9		2			11																
	%	81.8		18.2			100	5.1	24.7	5.7	5.1*	6.5	5.7*								0*	73.7	0*
E2	#	30	5	14	2		51							4			2			6			
	%	58.8	9.8	27.5	3.9		100	5.3	32.5	12.1	No	5.0	8.2	66.7			33.3			100	Yes	84.6	32.2
E3	#	6	1	2			9							1	1					2			
	%	66.7	11.1	22.2			100	4.7	29.9	25.5	No	7.7*	25.5	50.0	50.0					100	Yes	74.2*	0
E4	#	8	6	1	1		16							1						1			
	%	50.0	37.5	6.3	6.3		100	21.1	4.0	4.3	No	No	4.3*	100						100	Yes	Yes	0*
E5 and E6 Combined	#	2		12	3		17							2			2			4			
	%	11.8		70.6	17.6		100	2.2	58.9	20.8	2.2*	No	3.2*	50.0			50.0			100	0*	Yes	84.6*
E7	#	15	2				17							3						3			
	%	88.2	11.8				100	17.7	2.3	1.3	5.9	2.3*	1.3*	100						100	66.7	0*	0*
E8	#	3	1	1	1		6																
	%	50.0	16.7	16.7	16.7		100	13.5	13.5	17.8	No	No	1.1*								Yes	Yes	93.8*

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 86.9 percent
 Level of Goal Attainment for 2003 - 2004: 87.0 percent
 Level of Goal Attainment for 2004 - 2005: 80.7 percent

Agriculture, Department of

Agency Director: Hugh E. Weathers, Commissioner

EEO Officer: Mark A. Riffle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	7			2	1		10							1						1			
	70			20	10		100	3.8	31.5	4.2	3.8*	11.5	No	100						100	0*	63.5	Yes
E2	19	2		19	2		42							1	1		3			5			
	45.2	4.8		45.2	4.8		100	6.8	27.3	4.4	2.0*	No	No	20	20		60			100	70.6*	Yes	Yes
E3 and E5	27	2		20	9		58							2	1		2	1		6			
	46.6	3.4		34.5	15.5		100	5.6	31.1	11.1	2.2	No	No	33.3	16.7		33.3	16.7		100	60.7	Yes	Yes
E6				12	1		13										2			2			
				92.3	7.7		100	5.8	48.2	16.4	5.8*	No	8.7				100			100	0*	Yes	47.0
E7 and E8	8	5		1			14							1						1			
	57.1	35.7		7.2			100	16.8	23.9	12.8	No	16.7	12.8	100						100	Yes	30.1	0
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 73.4 percent
 Level of Goal Attainment for 2004: 78.7 percent
 Level of Goal Attainment for 2005: 74.8 percent

Alcohol & Other Drug Abuse Services, Department of

Agency Director: W. Lee Catoe

EEO Officer: Lillian Roberson

1	2							3			4			5							6														
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY														
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF												
E1	# 1	1		1			1	4			3.3	32.4	19.7								No	7.4*	19.7*								Yes	Yes	0*		
E2 and E3	# 6	1		6	6		19				6.4	29.4	17.2							1	1									81.3*	Yes	Yes			
E5 and E6	#				1		1				8.6	34.7	13.5								8.6*	34.7*	No								0*	0*	Yes		
	%	25.0	25.0		25.0		25.0	100																											
	%	31.6	5.2		31.6	31.6		100													100	100													
	%																																		
	%																																		
	%																																		
	%																																		
	%																																		

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

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

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

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

Level of Goal Attainment for 2003: 90.7 percent
 Level of Goal Attainment for 2004: 92.5 percent
 Level of Goal Attainment for 2005: 96.9 percent

Archives and History, Department of

Agency Director: Rodger E. Stroup

EEO Officer: Brenda C. House

1	2							3			4			5							6													
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY													
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF											
E1	# 2			1			3				3.8	21.6	4.1								3.8*	No	4.1*								0*	Yes	0*	
	% 66.7			33.3			100																											
E2	# 30	2		11	7		50				4.3	35.2	5.4				1			1							2				93.0*	62.5	Yes	
	% 60.0	4.0		22.0	14.0		100										50.0			50.0							100							
E3	# 2			2			4				4.7	23.7	10.5								4.7*	No	10.5*									0*	Yes	0*
	% 50.0			50.0			100																											
E5 and E6 Combined	#			2	2		4				6.0	47.7	17.0								6.0*	No	No									0*	Yes	Yes
	%			50.0	50.0		100																											
	#																																	
	%																																	
	#																																	
	%																																	
	#																																	
	%																																	

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

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

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

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

Level of Goal Attainment for 2003: 100 percent
 Level of Goal Attainment for 2004: 100 percent
 Level of Goal Attainment for 2005: 93.6 percent

Arts Commission

Agency Director: Suzette Surkamer

EEO Officer: Mary Teague

1	2							3			4			5							6					
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	# 3			1			4				5.2	31.5	7.4	5.2*	6.5*	7.4*							0*	79.4*	0*	
	%	75.0		25.0			100																			
E2	# 3	2		8	4		17													1	1			Yes	Yes	Yes
	%	17.6	11.8	47.1	23.5		100	5.1	39.5	14.9	No	No	No							100	100			Yes	Yes	Yes
E3 and E5 Combined	#			4	1		5																	0*	Yes	Yes
	%			80.0	20.0		100	7.6	38.4	10.8	7.6*	No	No											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 2003: 96.6 percent (This agency was exempted the previous year).

Attorney General

Agency Director: Henry McMaster
EEO Officer: Jack Bryan and Tammie Wilson

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9			4	1		14				3.2*	No	No								0*	Yes	Yes
	% 64.3			28.6	7.1		100	3.2	21.8	3.1													
E2	# 45	5		23	2		75				No	No	5.4	18	2		11	1		32	Yes	Yes	33.3
	% 60.0	6.7		30.6	2.7		100	4.6	25.3	8.1				56.2	6.3		34.4	3.1		100			
E5	#	1	1	8	4		14				No	No	No								Yes	Yes	Yes
	%	7.1	7.1	57.1	28.6		100	2.6	45.5	11.2													
E6	# 2	2		24	12	1	41				No	5.3	No	3			6	1		10	Yes	91.7	Yes
	% 4.9	4.9		58.5	29.3	2.4	100	1.5	63.8	17.4				30.0			60.0	10.0		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Goal Attainment for 2005: 93.2 percent (This agency was exempted the previous year).

Auditor, State

Agency Director: Thomas L. Wagner, Jr., CPA

EEO Officer: R. Kenneth Harrill

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 12		1	3		1	17							1						1			
	% 70.6		5.9	17.6		5.9	100	3.2	31.6	12.2	3.2*	14.0	12.2	100						100	0.0*	55.7	0.0
E2	# 8	1		6	3		18							6	1		4			11			
	% 44.4	5.6		33.3	16.7		100	4.7	40.7	14.4	No	7.4	No	54.5	9.1		36.4			100	Yes	81.8	Yes
E5	#			1			1																
	%			100			100	6.0	47.7	17.0	6.0*	No	17.0								0.0*	Yes	0.0*
E6	#			3			3																
	%			100			100	2.6	59.1	24.4	2.6*	No	24.4								0.0*	Yes	0.0*
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 85.7 percent
 Level of Goal Attainment for 2004: 78.8 percent
 Level of Goal Attainment for 2005: 76.8 percent

Blind, Commission for the

Agency Director: James M. Kirby
EEO Officer: Funneaser "Neisie" Jacobs

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	3	2			1		6							1	1					2			
	50	33.3			16.7		100	5.8	24.9	11.2	No	24.9	No	50	50					100	Yes	0	Yes
E2	12	6		15	21	1	55							2			1	5		8			
	21.8	10.9		27.3	38.2	1.8	100	9.9	34.8	26.3	No	7.5	No	25			12.5	62.5		100	Yes	78.4	Yes
E3	4			1	2		7											1		1			
	57.1			14.3	28.6		100	6.1	20.3	7.3	6.1*	6.0*	No					100		100	0*	70.4*	Yes
E5 and E6				10	18		28										1	2		3			
				35.7	64.3		100	8.8	11.7	3.8	8.8	No	No				33.3	66.7		100	0	Yes	Yes
E7 and E8	4	2					6							1						1			
	66.7	33.3					100	3.0	54.7	23.2	No	54.7	23.2	100						100	Yes	0	0
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 92.8 percent
Level of Goal Attainment for 2004: 93.5 percent
Level of Goal Attainment for 2005: 67.8 percent

Budget and Control Board - Page 1 of 2

Agency Director: Frank Fusco

EEO Officer: Caroline Agardy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	15	2		3			20																
	%	75.0	10.0		15.0			100	4.3	23.3	4.1	No	8.3	4.1*								Yes	64.4	0*
E2A	#	69	1		28			98																
	%	70.4	1.0		28.6			100	5.2	28.2	7.0	4.2	No	7.0	5	1		1			7	19.2	Yes	0
E2B	#	96	11	2	54	14		177																
	%	54.2	6.2	1.1	30.5	7.9		100	5.4	28.8	8.9	No	No	1.0	12	1		12			25	Yes	Yes	88.8
E2C	#	74	6	1	66	16	1	164																
	%	45.1	3.7	0.6	40.2	9.8	0.6	100	5.8	35.5	10.5	2.1	No	0.7	8			13	1		22	63.8	Yes	93.3
E2D	#	38	11		101	54	2	206																
	%	18.4	5.3		49.0	26.2	1.0	100	5.8	40.2	13.6	0.5*	No	No	7	5		16	11		39	91.4*	Yes	Yes
E3	#	73	21	4	42	22	2	164																
	%	44.5	12.8	2.4	25.6	13.4	1.2	100	7.3	27.3	9.1	No	1.7	No	2	1	1				4	Yes	93.8	Yes
E5	#	1	2		49	15		67																
	%	1.5	3.0		73.1	22.4		100	4.7	51.5	19.1	1.7	No	No								63.8	Yes	Yes
E6	#	8	15	1	32	22		78																
	%	10.3	19.2	1.3	41.0	28.2		100	9.4	42.5	18.9	No	1.5	No				7	1		8	Yes	96.5	Yes
E7	#	68	25		2	1		96																
	%	70.8	26.0		2.1	1.0		100	17.5	3.83	14.6	No	1.7	13.6	9	2					11	Yes	54.8	6.8

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

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

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

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

Budget and Control Board - Page 2 of 2

1	2							3			4			5							6						
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY						
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E8	# 15	13	1	4	21		54				27.8	25.3	15.7	3.7	17.9	No	46.7	26.7	6.7	6.7	13.3		100	86.7	29.2	Yes	
	%																										
	#																										
	%																										
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2003: 86.2 percent
 Level of Goal Attainment for 2004: 86.8 percent
 Level of Goal Attainment for 2005: 81.1 percent

The Citadel (Page 1 of 2)

Interim Agency Director: Major General Roger C. Poole

Interim EEO Officer - Bridgette M. Beasley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and C2	#	21	1		2			24						1						1				
	%	87.5	4.2		8.3			100	2.3	36.9	8.1	No	28.6	8.1	100					100	Yes	22.5	0	
C3	#	37		1	10			1	49					2			3			5				
	%	75.5		2.0	20.4			2.0	100	1.0	41.2	8.4	1.0*	20.8	8.4	40.0		60.0		100	0*	49.5	0	
C4	#	40		3	13	2		1	59					1			3			4				
	%	67.8		5.1	22.0	3.4		1.7	100	1.2	43.4	8.9	1.2*	21.4	5.5	25.0		75.0		100	0*	50.7	38.2	
C5 and C6	#	17	2	2	16	2		2	41					5		2	4	1	1	13				
	%	41.5	4.9	4.9	39.0	4.9		4.9	100	1.9	43.0	10.3	No	4.0	5.4	38.5		15.4	30.8	7.7	7.7	100	Yes	90.7
C8 and C9	#	32	2	1	3	2		2	42					10	1		1		2	14				
	%	76.2	4.8	2.4	7.1	4.8		4.8	100	6.0	25.1	2.7	1.2*	18.0	No	71.4	7.1		7.1		14.3	100	80.0*	28.3
E1	#	22	2		7	2			33					3			2			5				
	%	66.7	6.1		21.2	6.1			100	5.8	32.8	13.5	No	11.6	7.4	60.0		40.0		100	Yes	64.6	45.2	
E2	#	38	3	1	45	11		4	102					7			12	3	1	23				
	%	37.3	2.9	1.0	44.1	10.8		3.9	100	6.6	39.0	14.5	3.7	No	3.7	30.4		52.2	13.0	4.3	100	43.9	Yes	74.5
E3 and E5	#	28	1		40	14		1	84					4			5	2		11				
	%	33.3	1.2		47.6	16.7		1.2	100	4.2	41.2	16.3	3.0	No	No	36.4		45.5	18.2	100	28.6	Yes	Yes	
E4	#	9	2						11					8			2			10				
	%	81.8	18.2						100	13.1	11.3	5.4	No	11.3	5.4*	80.0		20.0		100	Yes	0	0*	

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

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

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

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

The Citadel (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6	#	2			43	11	1	57					1			4	1		6				
	%	3.5			75.4	19.3	1.8	100	2.5	62.3	16.6	2.5	No	No	16.7			66.7	16.7		100	0	Yes
E7	#	38	25	1		3		67					8	3						11			
	%	56.7	37.3	1.5		4.5		100	18.3	8.5	5.0	No	8.5	0.5*	72.7	27.3				100	Yes	0	90*
E8	#	8	20		3	24		55					1	4		1	1		7				
	%	14.5	36.4		5.5	43.6		100	15.7	14.3	27.9	No	8.8	No	14.3	57.1		14.3	14.3		100	Yes	38.5
	#																						
	%																						
	#																						
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2003: 64.4 percent
 Level of Goal Attainment for 2004: 64.7 percent
 Level of Goal Attainment for 2005: 63.4 percent

Clemson University (Page 1 of 3)

Agency Director: Dr. James Barker, President

EEO Officer: Byron Wiley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	1					1						2							2			
	%	100					100	4.6	22.3	4.9	4.6*	22.3*	4.9*	100						100	0*	0*	0*
C2	#	27			9	3		39					1							1			
	%	69.2			23.1	7.7		100	3.4	19.6	4.6	3.4	No	No	100					100	0	Yes	Yes
C3	#	311	4	30	58	3	3	409					4				1			5			
	%	76.0	1.0	7.3	14.2	0.7	0.7	100	3.3	27.7	6.4	2.3	13.5	5.7	80.0			20.0		100	30.3	51.3	10.9
C4	#	151	7	13	55	3	4	233					2		3		2			7			
	%	64.8	3.0	1.3	23.6	1.3	1.7	100	3.9	33.0	6.5	0.9	9.4	5.2	28.6		42.9	28.6		100	76.9	71.5	20.0
C5	#	91	3	19	57	6	9	185					11		3		11	1	2	28			
	%	49.2	1.6	10.3	30.8	3.2	4.9	100	3.5	33.8	6.9	1.9	3.0	3.7	39.3		10.7	39.3	3.6	7.1	100	45.7	91.1
C7	#	94	5	2	91	5	4	201					16	2	5		2	1	1	51			
	%	46.8	2.5	1.0	45.3	2.5	2.0	100	4.5	40.6	7.8	2.0	No	5.3	31.4	3.9	9.8	49.0	3.9	2.0	100	55.6	Yes
C8	#	39	1	2	25	1	2	70					3		2		3			8			
	%	55.7	1.4	2.9	35.7	1.4	2.9	100	3.0	43.0	6.6	1.6	7.3	5.2	37.5		25.0	37.5		100	46.7	83.0	21.2
C9	#	126	16	4	59	23	1	229					12	2	1		10	3		28			
	%	55.0	7.0	1.7	25.8	10.0	0.4	100	7.0	29.3	8.2	No	3.5	No	42.9	7.1	3.6	35.7	10.7	100	Yes	88.1	Yes
E1	#	90	6		65	10	1	172					4	3			5	1		13			
	%	52.3	3.5		37.8	5.8	0.6	100	6.0	30.2	10.5	2.5	No	4.7	30.8	23.1		38.5	7.7	100	58.3	Yes	55.2

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

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

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

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

Clemson University (Page 2 of 3)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E21	#	74	9	2	221	27	5	338						6	2		16	1	3	28			
	%	21.9	2.7	0.6	65.4	8.0	1.5	100	2.3	53.6	5.0	No	No	No	21.4	7.1		57.1	3.6	10.7	100	Yes	Yes
E22	#	17	2		57	4		80						1			8			9			
	%	21.3	2.5		71.3	5.0		100	0.8	51.9	1.8	No	No	No	11.1			88.9			100	Yes	Yes
E23	#	30	4		85	9	1	129						2	4		12	3		21			
	%	23.3	3.1		65.9	7.0	0.8	100	3.1	47.6	7.0	No	No	No	9.5	19.0		57.1	14.3		100	Yes	Yes
E24	#	65		1	20			86						2			2			4			
	%	75.6		1.2	23.3			100	14.1	26.9	0.5	14.1	3.6	0.5*	50.0			50.0			100	0	86.6
E25	#	166	4		28	2		100						10			9	1		20			
	%	66.0	4.0		28.0	2.0		100	2.1	22.1	1.3	No	No	No	50.0			45.0	5.0		100	Yes	Yes
E31	#	86	9	1	88	11	1	196						9	2	3	4			18			
	%	43.9	4.6	0.5	44.9	5.6	0.5	100	3.9	26.9	4.1	No	No	No	50.0	22.2	16.7	22.2			100	Yes	Yes
E32	#	71	7	2	42	3	1	126						4	1	1	3	1		10			
	%	56.3	5.6	1.6	33.3	2.4	0.8	100	5.7	24.3	5.2	0.7*	No	2.8	40.0	10.0	10.0	30.0	10.0		100	98.2*	Yes
E4	#	35	1		2	2		40						6	4	1	1			12			
	%	87.5	2.5		5.0	5.0		100	5.6	5.8	0.6	3.1	0.8*	No	50.0	33.3	8.3	8.3			100	44.6	86.2*
E51	#	5			239	33		277									26	4		30			
	%	1.8			86.3	11.9		100	0.5	79.2	5.8	0.5	No	No				86.7	13.3		100	0	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.

Clemson University (Page 3 of 3)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E52	#	12	8		33	27		80				No	5.1	No	2			2	2		6			
	%	15.0	10.0		41.3	33.8		100	8.7	46.4	6.7				33.3			33.3	33.3		100	Yes	89.0	Yes
E6	#	13	7		106	23	3	152				No	3.9	No	3	2		21	2		28			
	%	8.6	4.7		69.7	15.1	2.0	100	0.9	73.6	6.0				10.7	7.1		75.0	7.1		100	Yes	94.7	Yes
E7	#	193	15	4	9	1		222				No	2.4	1.3	38	1	1				40			
	%	86.9	6.8	1.8	4.1	0.5		100	6.8	6.5	1.8				96.0	2.5	2.5				100	Yes	63.1	27.8
E8	#	66	41		56	75		238				No	0.4*	No	13	5	1	7	4		33			
	%	27.7	17.2		23.5	31.5		100	10.3	23.9	7.1				39.4	15.2	3.0	21.2	12.1		100	Yes	98.3*	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2003: 80.5 percent
 Level of Goal Attainment for 2004: 80.0 percent
 Level of Goal Attainment for 2005: 77.7 percent

Coastal Carolina University (Page 1 of 2)

Agency Director: Ronald R. Ingle, President

EEO Officer: Janis W. Chesson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY					
																								WM	BM	OM
C1	#	3			3			6				3.8*	No	8.5*										0*	Yes	0*
	%	50.0			50.0			100	3.8	41.6	8.5	3.8*	No	8.5*										0*	Yes	0*
C2	#	4			2			6				3.0*	7.9*	6.4*										0*	80.8*	0*
	%	66.7			33.3			100	3.0	41.2	6.4	3.0*	7.9*	6.4*										0*	80.8*	0*
C3	#	32		1	13	1		47				1.0*	1.8*	0.7*										0*	93.9*	75.0*
	%	68.1		2.1	27.7	2.1		100	1.0	29.5	2.8	1.0*	1.8*	0.7*										0*	93.9*	75.0*
C4	#	51	1	1	16	1		70				No	11.5	1.1*	10				2	1		13	Yes	66.6	56.0*	
	%	72.9	1.4	1.4	22.9	1.4		100	1.3	34.4	2.5	No	11.5	1.1*	76.9				15.4	7.7		100	Yes	66.6	56.0*	
C5	#	36	3	2	36	2	5	84				No	3.2	4.2	8		1	7		2	18	Yes	93.1	36.4		
	%	42.9	3.6	2.4	42.9	2.4	6.0	100	3.3	46.1	6.6	No	3.2	4.2	44.4		5.6	38.9		11.1	100	Yes	93.1	36.4		
C6	#	10	1	2	13		1	27				0.5*	3.2*	12.8									88.1	93.8	0	
	%	37.0	3.7	7.4	48.1		3.7	100	4.2	51.3	12.8	0.5*	3.2*	12.8									88.1	93.8	0	
C7 and C8	#	25	1	2	15			43				1.3*	12.5	8.8	13		2	2			17	63.9*	73.6	0		
	%	58.1	2.3	4.7	34.9			100	3.6	47.4	8.8	1.3*	12.5	8.8	76.5		11.8	11.8			100	63.9*	73.6	0		
C9	#	30	7	1	10	1		49				No	3.0	No	9	1	1	2	1		14	Yes	87.2	Yes		
	%	61.2	14.3	2.0	20.4	2.0		100	6.1	23.4	1.4	No	3.0	No	64.3	7.1	7.1	14.3	7.1		100	Yes	87.2	Yes		
E1	#	7	1		8	1		17				No	No	No	2			2			4	Yes	Yes	Yes		
	%	41.2	5.9		47.1	5.9		100	3.6	25.8	3.6	No	No	No	50			50			100	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.

Coastal Carolina University (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2	#	46	3	2	56	7		114				3.1	No	3.4	4	2		9			15			
	%	40.4	2.6	1.8	49.1	6.1		100	5.7	36.1	9.5				26.7	13.3		60.0			100	45.6	Yes	64.2
E3	#	32	1	2	11	2		48				3.5	2.6	3.2	4		1	2			7			
	%	66.7	2.1	4.2	22.9	4.2		100	5.6	25.5	7.4				57.1		14.3	28.6			100	37.5	89.8	56.8
E4	#	10	2		1	1		14				No	0.9*	No	4			1			5			
	%	71.4	14.3		7.1	7.1		100	13.7	8.0	3.7				80.0			20.0			100	Yes	88.8*	Yes
E5	#	2			54	3		59				0*	No	0.7*	1			9			10			
	%	3.4			91.5	5.1		100	0.6	74.6	5.8				10.0			90.0			100	0*	Yes	87.9*
E6	#	2			43	4		49				0*	No	No				12	2		14			
	%	4.1			87.8	8.2		100	0.6	79.5	6.2							85.7	14.3		100	0*	Yes	Yes
E7	#	26	3	1				30				No	4.1	1.1*	2						2			
	%	87.6	10.0	3.3				100	7.9	4.1	1.1				100						100	Yes	0	0*
E8	#	28	17		10	8	1	64				No	No	No	6	1		1			8			
	%	43.8	26.6		15.6	12.5	1.6	100	20.7	14.9	7.7				75	12.5		12.5			100	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 2003: 83.4 percent
 Level of Goal Attainment for 2004: 86.9 percent
 Level of Goal Attainment for 2005: 79.5 percent

College of Charleston (Page 1 of 2)

Agency Director: Lee Higdon, President

EEO Officer: Jo Ann Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	21	4		31	5	2	63				No	No	3.1	5			3		1	9	Yes	Yes	71.8
	%	33.3	6.3		49.2	7.9	3.2	100	5.1	37.4	11.0				55.6			33.3		11.1	100			
C2	#	7	1		7			15				No	No	10.2								Yes	Yes	0
	%	46.7	6.7		46.7			100	6.2	41.2	10.2													
C3	#	85	5	3	19			112				No	15.4	2.1	3		1	4			8	Yes	52.5	0
	%	75.9	4.5	2.7	17.0			100	3.4	32.4	2.1				37.5		12.5	50.0			100			
C4	#	90	3	6	58	5	3	165							13	1		8	2	1	25			
	%	54.5	1.8	3.6	35.2	3.0	1.8	100	3.9	38.0	3.2	2.1	2.8	0.2*	52.0	4.0		32.0	8.0	4.0	100	46.2	92.6	93.8
C5	#	68	6	9	63	7	7	160							18	2	1	15	3	1	40			
	%	42.5	3.8	5.6	39.4	4.4	4.4	100	6.0	45.7	12.9	2.2	6.3	8.5	45.0	5.0	2.5	37.5	7.5	2.5	100	63.3	86.2	34.1
C6	#	23	1		42	2	1	69							1			3			4			
	%	33.3	1.4		60.9	2.9	1.4	100	5.6	46.2	12.3	4.2	No	9.4	25.0			75.0			100	25.0	Yes	23.6
C8 and C9	#	38	6	1	24	2	1	72							6	1		4		1	12			
	%	52.8	8.3	1.4	33.3	2.8	1.4	100	5.9	35.3	5.9	No	2.0	3.1	50.0	8.3		33.3		8.3	100	Yes	94.3	47.5
E2	#	7	3		40	26	1	77							14	5	1	35	7	1	63			
	%	9.1	3.9		51.9	33.8	1.3	100	6.2	41.1	12.2	2.3	No	No	22.2	7.9	1.6	55.6	11.1	1.6	100	62.9	Yes	Yes
E3	#	27	5	3	16	6	1	58							11	2		1	1	1	16			
	%	46.6	8.6	5.2	27.6	10.3	1.7	100	5.9	31.8	8.1	No	4.2	No	68.8	12.5		6.3	6.3	6.3	100	Yes	86.8	Yes

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

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

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

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

College of Charleston (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	#	13	18	2	3	3	39						3	4	2				9				
	%	33.3	46.2	5.1	7.7	7.7	100	18.2	9.0	9.7	No	1.3*	2.0*	33.3	44.4	22.2				100	Yes	85.6*	79.4*
E5	#	7	3		40	26	1	77					1	1		9	8		19				
	%	9.1	3.9		51.9	33.8	1.3	100	3.8	50.8	18.3	No	No	No	5.3	5.3		47.4	42.1	100	Yes	Yes	Yes
E6	#		8		26	25	3	62							2		8	5	15				
	%		12.9		41.9	40.3	4.8	100	2.8	64.2	13.0	No	22.3	13.3		13.3		53.3	33.3	100	Yes	65.3	Yes
E7	#	11	45		1		57						3	5			1		9				
	%	19.3	78.9		1.8		100	19.1	10.4	10.4	No	8.6	10.4	33.3	55.6			11.1	100	Yes	17.3	0	
E8	#	5	21		1	24	51						1	1					2				
	%	9.8	41.2		2.0	47.1	100	23.5	13.0	12.8	No	11.0	No	50.0	50.0				100	Yes	15.4	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 2003: 79.4 percent
 Level of Goal Attainment for 2004: 82.0 percent
 Level of Goal Attainment for 2005: 74.8 percent

Commerce, Department of

Agency Director: Robert A. Faith
EEO Officer: Cynthia Gutierrez Dannels

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			4		1	9				2.2*	No	1.9*				1			1	0*	Yes	0*
	% 44.4			44.4		11.1	100	2.2	19.4	1.9	2.2*	No	1.9*				100			100	0*	Yes	0*
E2 and E3 Combined	# 37	6	1	45	15	1	105				No	No	No	15	1		16	10		42	Yes	Yes	Yes
	% 35.2	5.7	1.0	42.9	14.3	1.0	100	4.1	27.1	5.6	No	No	No	35.7	2.4		38.1	23.8		100	Yes	Yes	Yes
E5 and E6 Combined	#	1		3			4				No	No	17.0*				1			1	Yes	Yes	0*
	%	25.0		75.0			100	6.0	47.7	17.0	No	No	17.0*				100			100	Yes	Yes	0*
E7	#	1					1				No	9.2*	18.7*								Yes	0*	0*
	%	100					100	30.7	9.2	18.7	No	9.2*	18.7*								Yes	0*	0*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 100 percent
Level of Goal Attainment for 2003 - 2004: 100 percent
Level of Goal Attainment for 2004 - 2005: 100 percent

Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: Nathan Kaminski, Jr.

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/05 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶				
														WM	BM	OM	WF	BF	OF	TOTAL				BM	WF
E1	#	11	1		6	3	1	22				No	5.2	No				1			1	2			
	%	50.0	4.5		27.3	13.6	4.5	100	3.1	32.5	6.8							50.0			50.0	100	Yes	84.0	Yes
E2	#	7	1		13	2		23				0.1*	No	0.2*				1				1			
	%	30.4	4.3		56.5	8.7		100	4.4	36.3	8.9							100				100	97.7*	Yes	97.8*
E3	#	4	2		2	1		9				No	8.0*	No											
	%	44.4	22.2		22.2	11.1		100	5.2	30.2	11.1												Yes	73.5*	Yes
E5	#				2	3		5				6.4*	No	No											
	%				40.0	60.0		100	6.4	39.1	13.1												0*	Yes	Yes
E6	#					2		2				1.7*	50.8	No											
	%					100		100	1.7	50.8	10.8												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 2005: 88.7 percent (This agency was exempted the previous year).

Consumer Affairs, Department of

Agency Director: Brandolyn Thomas Pinkston

EEO Officer: Herbert Walker

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 2	1		1			4																	
	% 50.0	25.0		25.0			100	3.7	20.2	3.5	No	No	3.5*								Yes	Yes	0*	
E2	# 5	2		8	8		23								1		2	1		4				
	% 21.7	8.7		34.8	34.8		100	7.7	33.5	9.4	No	No	No		25.0		50.0	25.0		100	Yes	Yes	Yes	
E3, E5, E6 Combined	# 1	1		5	8		15													3				
	% 6.7	6.7		33.3	53.3		100	3.9	56.5	14.3	No	23.2	No							100	100	Yes	58.9	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2005: 94.9 percent (This agency was exempted the previous year).

Corrections, Department of (Statewide) Page 1 of 2

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1A	#	67	21	3	6	16		113							8			1	4		13			
	%	59.3	18.6	2.7	5.3	14.2		100	12.8	15.1	10.0	No	9.8	No	61.5			7.7	30.8		100	Yes	35.1	Yes
E1B	#	75	19	2	20	13	3	132							12	2		3	2	1	20			
	%	56.8	14.4	1.5	15.2	9.8	2.3	100	17.5	17.8	8.6	No	2.6	No	60.0	10.0		15.0	10.0	5.0	100	Yes	85.4	Yes
E2A	#	75	17	3	66	32	3	196							22	1		13	8		44			
	%	38.3	8.7	1.5	33.7	16.3	1.5	100	7.1	33.3	13.1	No	No	No	50.0	2.3		29.5	18.2		100	Yes	Yes	Yes
E2B	#	120	73	2	136	131	3	465							11	14	1	26	23		75			
	%	25.8	15.7	0.4	29.2	28.2	0.6	100	7.3	37.8	17.5	No	8.6	No	14.7	18.7	1.3	34.7	30.7		100	Yes	77.2	Yes
E2C	#	64	36	1	44	95	2	242							9	5		5	13	1	33			
	%	26.4	14.9	0.4	18.2	39.3	0.8	100	9.8	28.7	29.2	No	10.5	No	27.3	15.2		15.2	39.4	3.0	100	Yes	63.4	Yes
E3A	#	13	4	1	17	12	2	49							2	1		4	5	1	13			
	%	26.5	8.2	2.0	34.7	24.5	4.1	100	5.7	32.1	10.7	No	No	No	15.4	7.7		30.8	38.5	7.7	100	Yes	Yes	Yes
E3B	#	5	6		47	56	1	115							2	2	1	15	9		29			
	%	4.3	5.2		40.9	48.7	0.9	100	5.9	37.8	32.0	0.7*	No	No	6.9	6.9	3.4	51.7	31.0		100	88.1*	Yes	Yes
E4A	#	116	221	4	28	87	1	457							13	27		3	15		58			
	%	25.4	48.4	0.9	6.1	19.0	0.2	100	24.6	12.1	22.0	No	6.0	3.0	22.4	46.6		5.2	25.9		100	Yes	50.4	86.4
E4B	#	234	428	15	95	331	3	1106							49	54	5	13	62		183			
	%	21.2	38.7	1.4	8.6	29.9	0.3	100	27.0	9.7	26.6	No	1.1	No	26.8	29.5	2.7	7.1	33.9		100	Yes	88.7	Yes

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

Corrections, Department of (Statewide) Page 2 of 2

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4C	#	475	703	32	159	802	13	2184						241	341	20	93	352	10	1057			
	%	21.7	32.2	1.5	7.3	36.7	0.6	100	27.8	9.1	26.8	No	1.8	No	22.8	32.3	1.9	8.8	33.3	0.9	100	Yes	80.2
E5	#	12	16		85	51	4	168						1	4		13	11	1	30			
	%	7.1	9.5		50.6	30.4	2.4	100	4.8	49.9	17.1	No	No	No	3.3	13.3		43.3	36.7	3.3	100	Yes	Yes
E6	#	5	6	1	51	60	1	124							1		6	14		21			
	%	4.1	4.8	0.8	41.1	48.4	0.8	100	4.8	46.8	18.5	No	5.7	No		4.8		28.6	66.7		100	Yes	87.8
E7	#	80	24			5		109						18	12			5		35			
	%	73.4	22.0			4.6		100	10.7	3.5	1.2	No	3.5	No	51.4	34.3			14.3		100	Yes	0
E8A	#	35	13	1	7	12		68						11	2		2	1		16			
	%	51.5	19.1	1.5	10.3	17.6		100	15.5	18.0	10.1	No	7.7	No	68.8	12.5		12.5	6.3		100	Yes	57.2
E8B	#	23	36	6	5	48	1	119						15	9		7	20		51			
	%	19.3	30.3	5.0	4.2	40.3	0.8	100	15.2	18.5	31.9	No	14.3	No	29.4	17.6		13.7	39.2		100	Yes	22.7
	#																						
	%																						
	#																						
	%																						

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

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

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

More Detailed Information On Area Facilities Available Upon Request

Level of Goal Attainment for 2003: 90.0 percent
 Level of Goal Attainment for 2004: 89.8 percent
 Level of Goal Attainment for 2005: 89.4 percent

Deaf and Blind, School for the

Agency Director: Dr. Shiela S. Breitweiser

EEO Officer: Jennifer M. Lauer

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY						
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E1	#	1		1	3	3		8																			
	%	12.5		12.5	37.5	37.5		100	3.9	39.2	8.3	3.9*	1.7*	No											0*	95.7*	Yes
E2	#	40	5	1	122	20	2	190						8	1		23	4		36							
	%	21.1	2.6	0.5	64.2	10.5	1.1	100	3.1	59.4	8.1	0.5*	No	No	22.2	2.8		63.9	11.1	100	83.9*	Yes	Yes				
E3	#	5			3	3		11						1						1							
	%	45.5			27.3	27.3		100	3.2	40.6	10.1	3.2*	13.3	No	100					100	0*	67.2	Yes				
E5	#	12	12		58	42	2	126							3		5	4		12							
	%	9.5	9.5		46.0	33.3	1.6	100	1.6	65.2	15.5	No	19.2	No	25.0		41.7	33.3		100	Yes	70.6	Yes				
E6	#				17	6		23									4	1		5							
	%				73.9	26.1		100	3.5	52.9	10.6	3.5*	No	No			80.0	20.0		100	0*	Yes	Yes				
E7	#	14	1					15																			
	%	93.3	6.7					100	9.6	8.9	3.2	2.9*	8.9	3.2*							69.8*	0	0*				
E8	#	3	4		7	8		22									1			1							
	%	13.6	18.2		31.8	36.4		100	12.9	32.0	13.8	No	0.8*	No			100			100	Yes	99.4*	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 2002 - 2003: 93.2 percent
 Level of Goal Attainment for 2003 - 2004: 93.4 percent
 Level of Goal Attainment for 2004 - 2005: 87.4 percent

Disabilities and Special Needs (Statewide)

Agency Director: Stan Butkus, Ph.D.

EEO Officer: Wayne D. Blanton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 36	5		39	32		112							3			2	4		9			
	% 32.1	4.5		34.8	28.6		100	4.5	34.8	12.9	No	No	No	33.3			22.2	44.4		100	Yes	Yes	Yes
E2	# 46	12	3	127	54	6	248							5	1		24	10	1	41			
	% 18.5	4.8	1.2	51.2	21.8	2.4	100	8.2	36.5	22.1	3.4	No	0.3*	12.2	2.4		58.5	24.4	2.4	100	58.5	Yes	98.6*
E3	# 24	13	2	70	60	4	173							1	1		17	7	3	29			
	% 13.8	7.5	1.2	40.5	34.7	2.3	100	6.9	37.5	35.5	No	No	0.8	3.5	3.5		58.6	24.1	10.3	100	Yes	Yes	97.7
E4 and E7	# 33	9	1		1		44							2						2			
	% 75.0	20.4	2.3		2.3		100	18.0	7.8	4.4	No	7.8	2.1*	100						100	Yes	0	52.3*
E5	# 28	187		117	1090	3	1425							2	41		25	162	3	239			
	% 2.0	13.1		8.2	76.5	0.2	100	7.0	38.6	39.7	No	30.4	No	3.3	17.2		10.5	67.8	1.2	100	Yes	21.2	Yes
E6	# 2	1		62	56	3	124										4	1		5			
	% 1.6	0.8		50.0	45.2	2.4	100	5.3	42.7	29.7	4.5	No	No				80.0	20.0		100	15.1	Yes	Yes
E8	# 29	33		26	97	5	190							4	4		2	26	1	37			
	% 15.3	17.4		13.7	51.0	2.6	100	21.0	13.2	28.6	3.6	No	No	10.8	10.8		5.4	70.3	2.7	100	82.9	Yes	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 84.6 percent
 Level of Goal Attainment for 2004: 83.4 percent
 Level of Goal Attainment for 2005: 82.2 percent

Disabilities and Special Needs (Central Office & Midlands)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	16	4		21	12		53				No	No	No				2	1		3			
	%	30.2	7.5		39.6	22.6		100	4.9	32.1	13.7							66.7	33.3		100	Yes	Yes	Yes
E2	#	25	5	2	42	30	6	110	10.4	34.6	20.9	5.9	No	No		3	1	10	7	1	25	43.3	Yes	Yes
	%	22.7	4.5	1.8	38.2	27.3	5.5	100								13.6	4.5	45.5	31.8	4.5	100			
E3	#	13	8	1	17	16	4	59	8.1	41.9	29.8	No	13.1	2.7	1	1		2	2	6	Yes	68.7	90.9	
	%	22.0	13.6	1.7	28.8	27.1	6.8	100								16.7	16.7		33.3	33.3	100			
E5	#	3	66		10	268		347	8.5	33.7	42.4	No	30.8	No	1	8		4	37	50	Yes	8.6	Yes	
	%	0.9	19.0		2.9	77.2		100							2.0	16.0		8.0	74.0	100				
E6	#	1	1		15	29	2	48	5.7	36.4	32.6	3.6	5.1	No				2	1	3	36.8	86.0	Yes	
	%	2.1	2.1		31.3	60.4	4.2	100										66.7	33.3	100				
E7	#	7	6		1			14	19.1	5.1	6.9	No	No	6.9*	2			1		3	Yes	Yes	0*	
	%	50.0	42.9		7.1			100							66.7			33.3		100				
E8	#	4	9			25		38	19.9	13.1	30.8	No	13.1	No	1	1		8		10	Yes	0	Yes	
	%	10.5	23.7			65.8		100							10.0	10.0		80.0		100				
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2003: 83.2 percent
 Level of Goal Attainment for 2004: 84.5 percent
 Level of Goal Attainment for 2005: 81.7 percent

Disabilities and Special Needs (Whitten, Coastal & Pee Dee)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	20	1		18	20		59						3				3		6			
	%	33.9	1.7		30.5	33.9		100	4.2	37.1	12.2	2.5	6.6	No	50.0				50.0		100	40.5	82.2
E2	#	21	7	1	85	24		138						2			14	3	19				
	%	15.2	5.1	0.7	61.6	17.4		100	6.7	37.7	22.9	1.6	No	5.5	10.5			73.7	15.8	100	76.1	Yes	76.0
E3	#	11	5	1	53	44		114									17	5	1	23			
	%	9.6	4.4	0.9	46.5	38.6		100	6.4	35.6	37.9	2.0	No	No			73.9	21.7	4.3	100	68.8	Yes	Yes
E4 and E7	#	33	9	1		1		44						2					2				
	%	75.0	20.4	2.3		2.3		100	18.0	7.8	4.4	No	7.8	2.1*	100					100	Yes	0	52.3*
E5	#	25	121		107	822	3	1078						7	33		21	125	3	189			
	%	2.3	11.2		9.9	76.3	0.3	100	6.5	40.2	38.8	No	30.3	No	3.7	17.5		11.1	66.1	1.6	100	Yes	24.6
E6	#	1			47	27	1	76									2		2				
	%	1.3			61.8	35.5	1.3	100	5.1	45.9	28.2	5.1	No	No			100		100		0	Yes	Yes
E8	#	25	24		26	97	5	177						3	3		2	18	1	27			
	%	14.1	13.6		14.7	54.8	2.8	100	21.4	13.3	27.7	7.8	No	No	11.1	11.1		7.4	66.7	3.7	100	63.6	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 2003: 82.3 percent
 Level of Goal Attainment for 2004: 81.0 percent
 Level of Goal Attainment for 2005: 75.4 percent

Education, Department of

Agency Director: Inez Tenenbaum

EEO Officer: Michael Addison

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	14	2		12	3		31						3	1		6	3		13			
	%	45.2	6.5		38.7	9.7		100	4.5	38.2	11.9	No	No	2.2*	23.1	7.7		46.2	23.1		100	Yes	Yes
E2A	#	46	11	1	88	29	5	180						6	2		11	3		22			
	%	25.6	6.1	0.6	48.9	16.1	2.8	100	11.3	37.7	21.6	5.2	No	5.5	27.3	9.1		50.0	13.6		100	54.0	Yes
E2B	#	24	5	1	33	15		78									2			2			
	%	30.8	6.4	1.3	42.3	19.2		100	5.3	29.5	8.3	No	No	No				100			100	Yes	Yes
E2C	#	49	4		23	13		89						3			1			4			
	%	55.1	4.5		25.8	14.6		100	10.5	24.1	8.4	6.0	No	No				25.0			100	42.9	Yes
E3	#	7	1		10	4		22						1						1			
	%	31.8	4.5		45.5	18.2		100	4.1	33.5	8.4	No	No	No							100	Yes	Yes
E5	#	1			32	12	1	46												1			
	%	2.2			69.6	26.1	2.2	100	4.0	52.9	14.4	4.0	No	No						100		0	Yes
E6	#	2			46	26	1	75									7	7		14			
	%	2.7			61.3	34.7	1.3	100	2.7	43.0	30.2	2.7	No	No				50.0	50.0		100	0	Yes
E7	#	249	109	3	28	4		393						74	23		5	1		103			
	%	63.4	27.7	0.8	7.1	1.0		100	17.9	2.9	2.0	No	No	1.0	71.8	22.3		4.9	1.0		100	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 2003: 92.4 percent
 Level of Goal Attainment for 2004: 85.5 percent
 Level of Goal Attainment for 2005: 83.5 percent

Educational Television

Agency Director: Maurice Bresnahan

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3			7				6.1*	No	6.1*	1			1			2	0*	Yes	0*
	% 57.1			42.9			100	6.1	21.3	6.1	6.1*	No	6.1*	50.0			50.0			100	0*	Yes	0*
E2A	# 53	5	1	10	2		71				No	5.7	4.3	2	1		1			4	Yes	71.2	39.4
	% 74.6	7.0	1.4	14.1	2.8		100	7.0	19.8	7.1	No	5.7	4.3	50.0	25.0		25.0			100	Yes	71.2	39.4
E2B	# 18	3		9	3		33				No	No	No	1						1	Yes	Yes	Yes
	% 54.5	9.1		27.3	9.1		100	7.0	23.9	7.0	No	No	No	100						100	Yes	Yes	Yes
E2C	# 8	4		13	2	1	28				No	No	2.4*	3			2	1		6	Yes	Yes	74.7*
	% 28.6	14.3		46.4	7.1	3.6	100	7.0	25.3	9.5	No	No	2.4*	50.0			33.3	16.7		100	Yes	Yes	74.7*
E3	# 28	9		10	4		51				No	No	2.9	1	1					2	Yes	Yes	72.9
	% 54.9	17.6		19.6	7.8		100	10.2	15.5	10.7	No	No	2.9	50.0	50.0					100	Yes	Yes	72.9
E5 and E6 Combined	# 2	1		9	7		19				1.2*	No	No								81.5*	Yes	Yes
	% 10.5	5.3		47.4	36.8		100	6.5	47.0	14.7	1.2*	No	No								81.5*	Yes	Yes
E7	# 4				1		5				17.6*	15.5*	No								0*	0*	Yes
	% 80.0				20.0		100	17.6	15.5	7.3	17.6*	15.5*	No								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 2003: 84.7 percent
 Level of Goal Attainment for 2004: 85.0 percent
 Level of Goal Attainment for 2005: 90.6 percent

Election Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	# 3			5	1		9				5.8*	No	No	1	1		1			3	0*	Yes	Yes
	% 33.3			55.6	11.1		100	5.8	36.2	9.2	5.8*	No	No	33.3	33.3		33.3			100	0*	Yes	Yes
E3, E5, E6 Combined	# 5	1		1	2		9				No	32.7	No	1						1	Yes	25.3	Yes
	% 55.6	11.1		11.1	22.2		100	7.9	43.8	19.9	No	32.7	No	100						100	Yes	25.3	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: N/A percent
 Level of Goal Attainment for 2004: N/A percent
 Level of Goal Attainment for 2005: 85.1percent

Employment Security Commission

Agency Director: Roosevelt T. Halley

EEO Officer: Chena D. Melvin

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5		1			6							1						1			
	%	83.3		16.7			100	4.4	21.4	5.0	4.4*	4.7*	5.0*	100						100	0*	78.0*	0*
E2 and E2A	#	53	37	1	126	103	5	325						2	5	1	12	6		26			
	%	16.3	11.4	0.3	38.8	31.7	1.5	100	5.9	42.9	20.5	No	4.1	No	7.7	19.2	3.8	46.2	23.1		100	Yes	90.4
E2B and E4	#	30	26	2	85	67	1	211						2	2	1	5	5		15			
	%	14.2	12.3	0.9	40.3	31.8	0.5	100	6.3	15.5	18.3	No	No	No	13.3	13.3	6.7	33.3	33.3		100	Yes	Yes
E2C	#	50	11		63	21		145						1	1		5	4		11			
	%	34.5	7.6		43.4	14.5		100	5.2	34.7	16.6	No	No	2.1	9.1	9.1		45.4	36.4		100	Yes	Yes
E2D	#	42	5		24	9		80						3	1				1	5			
	%	52.5	6.3		30.0	11.2		100	6.2	32.0	8.7	No	2.0	No	60.0	20.0				20.0	100	Yes	93.8
E3A, E3B E3C and E3D	#	33	7		15	14		69											1	1			
	%	47.8	10.1		21.7	20.3		100	10.2	22.7	9.5	0.1*	1.0*	No					100	100	99.0*	95.6*	Yes
E6 and E7	#	5	5		48	32		90							2		4	7		13			
	%	5.6	5.6		53.3	35.5		100	5.5	50.2	17.4	No	No	No	15.4		30.8	53.8		100	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 2003: 95.5 percent
 Level of Goal Attainment for 2004: 96.0 percent
 Level of Goal Attainment for 2005: 97.1 percent

Financial Institutions, Board of

Agency Director: Grady Patterson, Jr.

EEO Officer: Georgette Rivers

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			2			5				2.8	44.8	7.7								0*	89.3*	0*
	% 60.0			40.0			100				2.8*	4.8*	7.7*										
E2	# 12	4		5	3		24				No	24.8	No	6	1		1			8	Yes	45.6	Yes
	% 50.0	16.7		20.8	12.5		100	3.3	45.6	9.8	No	24.8	No	75.0	12.5		12.5			100			
E5	#			3			3				4.1	44.7	19.5								0*	Yes	0*
	%			100			100	4.1	44.7	19.5	4.1*	No	19.5*										
E6	#			1			1				5.3	39.2	13.6								0*	Yes	0*
	%			100			100	5.3	39.2	13.6	5.3*	No	13.6*										
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 89.2 percent (This agency was exempted the previous year).

Forestry Commission

Agency Director: Robert Schowalter

EEO Officer: Lisa McCloud

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15			5	2		22				2.9	20.4	3.1					1		1	0*	Yes	Yes
	% 68.2			22.7	9.1		100				2.9*	No	No					100		100			
E2A and E2B	# 63	1		18			82				3.4	13.4	2.3				1		9				
	% 76.8	1.2		22.0			100				3.4	13.4	2.3				11.1		100	35.3	Yes	0	
E3	# 39	2		3			44										1		2				
	% 88.6	4.5		6.8			100				3.7	3.9	1.9				50.0		100	Yes	Yes	0*	
E4	# 126	19	1	2			148										14	2	16				
	% 85.1	12.8	0.7	1.4			100				12.8	4.7	1.8				87.5	12.5	100	Yes	29.8	0	
E6	# 4			35	5		44										2		8				
	% 9.1			79.5	11.4		100				4.2	38.7	14.3				25.0		100	0	Yes	79.7	
E7	# 17	4		1			22										1	1	2				
	% 77.3	18.2		4.5			100				26.1	7.5	4.7				50.0	50.0	100	69.7	60.0*	0	
E8	#	1					1																
	%	100					100				54.0									Yes	0*	0*	
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 63.9 percent
 Level of Goal Attainment for 2004: 56.8 percent
 Level of Goal Attainment for 2005: 63.2 percent

Francis Marion University

Agency Director: Dr. Fred Carter, President

EEO Officer: Dr. Joseph Heyward

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	13	1		11	1		26				No	No	0.4*	2			3			5			
	%	50.0	3.8		42.3	3.8		100	3.5	21.6	4.2				40.0			60.0			100	Yes	Yes	90.5*
C2 and C3	#	62	2		15	1		80				No	11.7	0.5*	5			1			6			
	%	77.5	2.5		18.8	1.3		100	1.3	30.5	1.8				83.3			16.7			100	Yes	61.6	72.2*
C4 and C5	#	51		3	41	1	1	97				2.0	No	3.4	7		1	17	1		26			
	%	52.6		3.1	42.3	1.0	1.0	100	2.0	41.0	4.4	2.0	No	3.4	26.9		3.8	65.4	3.8		100	0	Yes	22.7
C6, C8 and C9	#	14	1		13	5	1	34				0.1*	2.6*	No	3			3	1	1	8			
	%	41.2	2.9		38.2	14.7	2.9	100	3.0	40.8	9.0	0.1*	2.6*	No	37.5			37.5	12.5	12.5	100	96.7*	93.6*	Yes
E2	#	16	4		29	12	1	62				No	No	No	2			9	1		12			
	%	25.8	6.5		46.8	19.4	1.6	100	5.9	39.2	16.5	No	No	No	16.7			75	8.3		100	Yes	Yes	Yes
E3	#	6	1		7	1	1	16				No	No	3.2*		1		2			3			
	%	37.5	6.3		43.8	6.3	6.3	100	6.0	33.0	9.5	No	No	3.2*		33.3		66.7			100	Yes	Yes	66.3*
E4 and E7	#	20	7	1	2			30				No	No	3.1*	5				1		6			
	%	66.7	23.3	3.3	6.7			100	15.4	4.9	3.1	No	No	3.1*	83.3				16.7		100	Yes	Yes	0*
E5 and E6	#		4		22	20		46				No	17.4	No		1		5	5		11			
	%		8.7		47.8	43.5		100	1.1	65.2	17.6	No	17.4	No		9.1		45.5	45.5		100	Yes	73.3	Yes
E8	#	10	23		2	18		53				No	4.2*	No	2	3			2		7			
	%	18.9	43.4		3.8	34.0		100	30.6	8.0	20.2	No	4.2*	No	28.6	42.9			28.6		100	Yes	47.5*	Yes

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

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

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

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

Level of Goal Attainment for 2003: 84.9 percent
 Level of Goal Attainment for 2004: 85.1 percent
 Level of Goal Attainment for 2005: 85.6 percent

Governor's Office

Agency Director: Dr. Larry Barker, Interim Director of Administration

EEO Officer: Edward B. Pope

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7	2		6	7		22						1				2		3			
	%	31.8	9.1		27.3	31.8		100	5.8	2.5	10.4	No	No	No	33.3				66.7		100	Yes	Yes
E2 and E2A	#	16	3		39	10		68						2	1		8	1		12			
	%	23.5	4.4		57.4	14.7		100	5.6	32.4	11.3	1.2*	No	No	16.7	8.3		66.7	8.3		100	78.6*	Yes
E2B	#	12	5		36	43		96						2	1		8	11		22			
	%	12.5	5.2		37.5	44.8		100	5.2	29.7	17.4	No	No	NO	9.1	4.5		36.4	50.0		100	Yes	Yes
E3 and E3A	#	4			2	1		7															
	%	57.1			28.6	14.3		100	3.3	29.5	9.6	3.3*	0.9*	No								0*	96.9*
E5 and E6	#	4	1		15	17		37									2	6		8			
	%	10.8	2.7		40.5	45.9		100	3.2	58.6	16.7	0.5*	18.1	No			25.0	75.0		100	84.4*	69.1	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 95.3 percent
 Level of Goal Attainment for 2004: 95.2 percent
 Level of Goal Attainment for 2005: 94.9 percent

Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman, President

EEO Officer: Ernie L. Boyd, Jr., Vice President

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C6	#	7		1	4	1	1	14								1				1			
	%	50.0		7.1	28.6	7.1	7.1	100	4.2	46.2	8.9	4.2*	17.6	1.8*		100				100	0*	61.9	79.8*
E1 and E2 Combined	#	7			4	1		12										1		1			
	%	58.3			33.3	8.3		100	7.1	36.0	14.0	7.1*	2.7*	5.7*				100	100	0*	92.5*	59.3*	
E3, E5, E6 Combined	#				3	1		4															
	%				75.0	25.0		100	5.7	43.9	16.8	5.7*	No	No							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 2002 - 2003: 97.6 percent
 Level of Goal Attainment for 2003 - 2004: 80.8 percent
 Level of Goal Attainment for 2004 - 2005: 82.3 percent

Health and Environmental Control, Department of (Statewide)

Agency Director: C. Earl Hunter

EEO Officer: Thomas B. Jenkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	188	22	5	119	26	1	361						3	1		3	1		8			
	%	52.1	6.1	1.4	33.0	7.2	0.3	100	6.0	29.1	9.0	No	No	1.8	37.5	12.5		37.5	12.5		100	Yes	Yes
E2A	#	10		1	686	76	6	779						2	2		57	28	2	91			
	%	1.3		0.1	88.1	9.8	0.8	100	0.7	69.5	11.3	0.7	No	1.5	2.2	2.2		62.6	30.8	2.2	100	0	Yes
E2B	#	398	33	11	296	89	9	836						16	2		13	8		39			
	%	47.6	3.9	1.3	35.4	10.6	1.1	100	6.4	27.1	7.1	2.5	No	No	41.0	5.1		33.3	20.5		100	60.9	Yes
E2C	#	239	51	9	435	193	18	945						15	9	1	49	43	3	120			
	%	25.3	5.4	1.0	46.0	20.4	1.9	100	6.2	36.7	14.6	0.8	No	No	12.5	7.5	0.8	40.8	35.8	2.5	100	87.1	Yes
E3	#	77	17	3	89	30	8	224						18	2		16	2	1	39			
	%	34.4	7.6	1.3	39.7	13.4	3.6	100	5.2	31.3	15.6	No	No	2.2	46.2	5.1		41.0	5.1	2.6	100	Yes	Yes
E4, E7 and E8 Combined	#	24	16		9	3		52						4	2		1			7			
	%	46.2	30.8		17.3	5.8		100	10.0	20.4	9.4	No	3.1	3.6	57.1	28.6		14.3			100	Yes	84.8
E5	#	6	3	2	200	128		339						4	1	1	12	13		31			
	%	1.8	0.9	0.6	59.0	37.8		100	4.6	46.5	18.8	3.7	No	No	12.9	3.2	3.2	38.7	41.9		100	19.6	Yes
E6	#	5	7		596	324	13	945						3	1		54	46	4	108			
	%	0.5	0.7		63.1	34.3	1.4	100	4.0	48.5	18.2	3.3	No	No	2.8	0.9		50.0	42.6	3.7	100	17.5	Yes
	#																						
	%																						

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

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

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

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

More Detailed Information On Area Facilities Available Upon Request

Level of Goal Attainment for 2003: 87.4 percent
 Level of Goal Attainment for 2004: 86.8 percent
 Level of Goal Attainment for 2005: 82.7 percent

Health and Human Services, Department of

Agency Director: Robert M. Kerr

EEO Officer: Loretta Kistler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY												
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF										
E1	#	9	3		20	6	1	39				No	No	No												Yes	Yes	Yes					
	%	23.1	7.7		51.2	15.4	2.6	100	6.1	34.9	11.0																						
E2 and E2A	#	18	8		99	48		173				0.3*	No	No						3				11	5		19	93.9*	Yes	Yes			
	%	10.4	4.6		57.2	27.7		100	4.9	42.5	22.7										15.8				57.9	26.3		100					
E2B and E2C	#	46	16	4	295	219	9	589				1.3	No	No						4	4			32	41		81						
	%	7.8	2.7	0.7	50.1	37.2	1.5	100	4.0	43.9	26.3										4.9	4.9			39.5	50.6		100	67.5	Yes	Yes		
E3	#	14	2		5	4	2	27				No	5.0	No						5				2	2		9	Yes	78.7	Yes			
	%	51.9	7.4		18.5	14.8	7.4	100	4.6	23.5	11.9										55.6				22.2	22.2		100					
E4	#		1.0					1				No	0.0*	0.0*																			
	%		100					100	30.0	0.0	0.0																						
E5	#	2	3		28	31		64				No	0.2*	No						1				6	4		11						
	%	3.1	4.7		43.8	48.4		100	3.6	44.0	25.8										9.1				54.5	36.4		100	Yes	99.5*	Yes		
E6 and E6B	#			1	52	51		104				4.9	No	No						1				6	12		19						
	%			1.0	50.0	49.0		100	4.9	46.3	21.1										5.3				31.6	63.1		100	0.0	Yes	Yes		
	#																																
	%																																

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

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

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

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

Level of Goal Attainment for 2003: 91.6 percent
 Level of Goal Attainment for 2004: 93.5 percent
 Level of Goal Attainment for 2005: 91.6 percent

Higher Education, Commission On

Agency Director: Dr. Conrad D. Festa

EEO Officer: Jeff Richards

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	4		9	1		18								1					1	Yes	Yes	43.1
	% 22.2	22.2		50.0	5.6		100	5.4	39.0	13.0	No	No	7.4		100					100			
E2	#			5	3		8														0*	Yes	Yes
	%			62.5	37.5		100	6.6	33.2	10.8	6.6*	No	No										
E5 and E6	#				2		2														0*	0*	Yes
	%				100		100	6.0	47.7	17.0	6.0*	47.7*	No										
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 90.5 percent (This agency was exempted the previous year).

Housing Finance and Development Authority

Agency Director: Eugene A. Laurent

EEO Officer: Barbara Anderson

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	4			5	1		10									2			2			
	%	40.0			50.0	10.0		100	4.0	34.7	5.9	4.0*	No	No			100			100	0*	Yes	Yes
E2	#	20	6	2	30	17		75						4	2		4	5		15			
	%	26.6	8.0	2.7	40.0	22.7		100	7.0	37.7	9.8	No	No	No	26.7	13.3		26.7	33.3		100	Yes	Yes
E3	#	3	2					5															
	%	60.0	40.0					100	8.3	9.8	2.4	No	9.8*	2.4*								Yes	0*
E5 and E6	#		1		13	7		21									2	2		4			
	%		4.8		61.9	33.3		100	1.1	48.5	21.3	No	No	No			50.0	50.0		100	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 2004-2005: 100.0 percent (This agency was exempted the previous year).

Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Jeffrey L. Smith

1	2							3			4						5			6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05						% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			1			2																
	% 50.0			50.0			100																
E2	# 3			5	1		9																
	% 33.3			55.6	11.1		100																
E5	# 1			4	1		6																
	% 16.7			66.7	16.7		100																
E6	#			1	1		2										1	1		2			
	%			50.0	50.0		100										50.0	50.0		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

NOTE: THIS IS THE 1ST YEAR OF REPORTING FOR THIS AGENCY. COMPLETE INFORMATION WILL BE AVAILABE NEXT YEAR.

Insurance, Department of

Agency Director: Eleanor Kitzman

EEO Officer: Sheila Howard

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	3		5	1		14							1	1					2			
	% 35.7	21.4		35.7	7.1		100	4.7	33.5	9.1	No	No	2.0*	50.0	50.0					100	Yes	Yes	78.0*
E2	# 14	5	1	18	6		44							3	1	3				7			
	% 31.8	11.4	2.3	40.9	13.6		100	4.8	38.4	12.0	No	No	No	42.9	14.3	42.9				100	Yes	Yes	Yes
E3, E5, E6 Combined	# 1	2		9	11		23								2		1	2		5			
	% 4.3	8.7		39.1	47.8		100	5.7	45.5	15.4	No	6.4	No		40.0		20.0	40.0		100	Yes	85.9	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 96.0 percent (This agency was exempted the previous year).

John de la Howe School

Agency Director: Mark S. Williamson

EEO Officer: Angelee T. Williams

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/05 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	# 2			1	2		5				2.7	28.8	11.8	2.7*	8.8*	No	1						1	0*	69.4*	Yes
	% 40.0			20.0	40.0		100							100												
E2	# 10	2		16	26	1	55				1.9	46.9	26.1	No	17.8	No	4	2		14	18		38	Yes	62.0	Yes
	% 18.2	3.6		29.1	47.3	1.8	100							10.5	5.3		10.5	5.3		36.8	47.4		100			
E3	# 1						1				0.5	41.1	5.7	0.5*	41.1*	5.7*				2			2	0*	0*	0*
	% 100						100													100			100			
E5 and E6	#			9	3		12				1.6	55.3	27.8	1.6*	No	2.8*								0*	Yes	89.9*
	%			75.0	25.0		100																			
E7 and E8	# 6			2	5		13				16.8	13.3	20.1	16.8	No	No								0	Yes	Yes
	% 46.1			15.4	38.5		100																			
	#																									
	%																									
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2003: 86.8 percent
 Level of Goal Attainment for 2004: 86.7 percent
 Level of Goal Attainment for 2005: 82.1 percent

Juvenile Justice, Department of (Page 1 of 2)

Agency Director: William Byars, Jr.

EEO Officer: Terri Jenkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	4	2	3			9				No	No	2.2*								Yes	Yes	0*	
	%	44.4	22.2	33.3			100	3.1	18.2	2.2														
E2A	#	39	13	34	22		108	10.1	29.2	18.7	No	No	No	4	3		4	3		14	Yes	Yes	Yes	
	%	36.1	12.0	31.5	20.4		100	10.1	29.2	18.7	No	No	No	28.6	21.4		28.6	21.4		100	Yes	Yes	Yes	
E2B	#	19	25	59	81		184	10.5	29.1	35.2	No	No	No	8	5		13	28	1	55	Yes	Yes	Yes	
	%	10.3	13.6	32.1	44.0		100	10.5	29.1	35.2	No	No	No	14.5	9.1		23.6	50.9	1.8	100	Yes	Yes	Yes	
E2C	#	20	17	1	44	25	107	8.0	40.3	22.1	No	No	No	10	5		7	4		26	Yes	Yes	Yes	
	%	18.7	15.9	0.9	41.1	23.4	100	8.0	40.3	22.1	No	No	No	38.5	19.2		26.9	15.4		100	Yes	Yes	Yes	
E3	#	10	3	6	2		21	7.5	27.3	12.8	No	No	3.3*	2	1			1		4	Yes	Yes	74.2*	
	%	47.6	14.3	28.6	9.5		100	7.5	27.3	12.8	No	No	3.3*	50.0	25.0			25.0		100	Yes	Yes	74.2*	
E4	#	72	301	4	94	358	2	831	22.7	14.6	37.3	No	3.3	No	23	97		24	134	2	280	Yes	77.4	Yes
	%	8.7	36.2	0.5	11.3	43.1	0.2	100	22.7	14.6	37.3	No	3.3	No	8.2	34.6		8.6	47.9	0.7	100	Yes	77.4	Yes
E5	#	3	3	17	19		42	7.6	47.7	16.3	0.5*	7.2	No	1	1		3	5		10	93.4*	84.9	Yes	
	%	7.1	7.1	40.5	45.2		100	7.6	47.7	16.3	0.5*	7.2	No	10.0	10.0		30.0	50.0		100	93.4*	84.9	Yes	
E6	#		3	42	37		82	4.9	48.6	16.8	1.2*	No	No		1		7	4		12	75.5*	Yes	Yes	
	%		3.7	51.2	45.1		100	4.9	48.6	16.8	1.2*	No	No		8.3		58.3	33.3		100	75.5*	Yes	Yes	
E7	#	13	7				20	21.3	3.8	5.9	No	3.8*	5.9	9	1					10	Yes	0*	0	
	%	65.0	35.0				100	21.3	3.8	5.9	No	3.8*	5.9	90.0	10.0					100	Yes	0*	0	

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

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

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

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

Juvenile Justice, Department of (Page 2 of 2)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	# 2	6		4	30	3	45				9.1	2.0*	No	1	1					2	59.4	81.7*	Yes
	%	4.4	13.3		8.9	66.7	6.7	100						50.0	50.0					100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" 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 2003: 86.6 percent
 Level of Goal Attainment for 2004: 90.6 percent
 Level of Goal Attainment for 2005: 90.9 percent

Labor, Licensing and Regulation, Department of

Agency Director: Adrienne R. Youmans

EEO Officer: Lynn N. Rivers

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7	1	1	4	3		16									1			1			
	%	43.8	6.2	6.2	25.0	18.8		100	4.6	26.8	6.1	No	1.8*	No				100			100	Yes	93.3*
E2A	#	33	5	2	16	5		61						4	1		4			9			
	%	54.1	8.2	3.3	26.2	8.2		100	7.9	26.3	8.6	No	0.1*	0.4*	44.4	11.1		44.4		100	Yes	99.6*	95.3*
E2B	#	97	11		35	24		167						17	1		3	4		25			
	%	58.0	6.6		21.0	14.4		100	8.0	29.2	10.6	1.4	8.2	No	68.0	4.0		12.0	4.0	100	82.5	71.9	Yes
E3	#	5	2		4	5		16						1	1					2			
	%	31.2	12.5		25.0	31.3		100	8.7	31.4	14.9	No	6.4	No	50.0	50.0				100	Yes	79.6	Yes
E5	#	3	1		40	16		60						3	1		5	3		12			
	%	5.0	1.6		66.7	26.7		100	4.7	50.2	19.9	3.1	No	No	25.0	8.3		41.7	25.0	100	34.0	Yes	Yes
E6	#	1	4		22	24		51							1		2	5		8			
	%	2.0	7.8		43.1	47.1		100	5.8	46.4	22.7	No	3.3	No		12.5		25.0	62.5	100	Yes	92.9	Yes
E7 and E8	#	5						5						1						1			
	%	100						100	23.4	5.0	18.0	23.4	5.0*	18.0*	100					100	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 2003: 83.7 percent
 Level of Goal Attainment for 2004: 84.8 percent
 Level of Goal Attainment for 2005: 86.8 percent

Lander University (Page 1 of 2)

Agency Director: Daniel W. Ball, President

EEO Officer: R. Daniel Adams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
C1 and E1	#	13			7						20															
	%	65.0			35.0						100	4.3	31.8	5.0	4.3*	No	5.0	50.0			1			2	0*	Yes
C2 and C3	#	27	1		17						45															
	%	60.0	2.2		37.8						100	3.1	34.9	4.9	0.9*	No	4.9	50.0			4			8	71.0*	Yes
C4	#	10			8	1	2				21															
	%	47.6			38.1	4.8	9.5				100	3.4	46.5	9.1	3.4*	8.4	4.3*	50.0			1			2	0*	81.9
C5	#	21	4	2	17						44															
	%	47.7	9.1	4.5	38.6						100	5.2	43.9	9.9	No	5.3	9.9	46.2	15.4	7.7	4			13	Yes	87.9
C6, C7 and C9	#	22	2		23	1	1				49															
	%	44.9	4.1		46.9	2.0	2.0				100	7.1	36.5	9.1	3.0	No	7.1	52.9			7	1		17	57.7	Yes
E2	#	8	2		38	3					51															
	%	15.7	3.9		74.5	5.9					100	5.7	49.9	12.2	1.8*	No	6.3	8.3	8.3		9	1		12	68.4*	Yes
E3 and E4	#	14	1		5	2					22															
	%	63.6	4.5		22.7	9.1					100	10.7	21.1	7.8	6.2	No	No	100			4			4	42.1	Yes
E5 and E6	#	4			31	1					36															
	%	11.1			86.1	2.8					100	1.3	53.5	21.3	1.3*	No	18.5	16.7			5			6	0*	Yes
E7	#	21	1	1	1						24															
	%	87.5	4.2	4.2	4.2						100	10.4	2.1	0.8	6.2	No	0.8*	100.0			4			4	40.4	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.

Lander University (Page 2 of 2)

1	2							3			4			5							6						
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY						
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E8	# 14	3		1	10		28				25.8	8.3	15.8	15.1	4.7	No	5	1					6	41.5	43.4	Yes	
	%	50.0	10.7		3.6	35.7								83.3	16.7												
	#																										
	%																										
	#																										
	%																										
	#																										
	%																										
	#																										
	%																										

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

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

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

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

Level of Goal Attainment for 2003: 80.0 percent
 Level of Goal Attainment for 2004: 74.3 percent
 Level of Goal Attainment for 2005: 64.3 percent

Law Enforcement Division, State

Agency Director: Chief Robert Stewart

EEO Officer: Lynn Hutto

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	22	4		3	3		32						1						1			
	%	68.8	12.5		9.4	9.4		100	9.2	16.9	4.0	No	7.5	No	100						Yes	55.6	Yes
E2A	#	71	6	1	12	6		96						5			1			6			
	%	74.0	6.3	1.0	12.5	6.3		100	12.3	19.9	4.0	6.0	7.4	No	83.3		16.7			100	51.2	62.8	Yes
E2B	#	34	5	2	27	3	1	72						4			3	2	2	11			
	%	47.2	6.9	2.8	37.5	4.2	1.4	100	9.6	28.3	6.2	2.7	No	2.0	36.4		27.3	18.2	18.2	100	71.9	Yes	67.7
E3	#	13	2		35	18	1	69						5			7	1		13			
	%	18.8	2.9		50.7	26.1	1.4	100	4.9	36.1	16.5	2.0	No	No	38.5		53.8	7.7		100	59.2	Yes	Yes
E4A	#	50	15	1	6	5		77															
	%	64.9	19.5	1.3	7.8	6.5		100	15.9	5.9	5.0	No	No	No							Yes	Yes	Yes
E4B	#	83	17	3	13	9		125						12	6		5			23			
	%	66.4	13.6	2.4	10.4	7.2		100	14.8	6.8	4.3	1.2	No	No	52.2	26.1	21.7			100	91.9	Yes	Yes
E5	#	1			28	3		32									2			2			
	%	3.1			87.5	9.4		100	2.6	64.0	15.9	2.6*	No	6.5			100			100	0*	Yes	59.1
E6	#				21	10		31									2		1	3			
	%				67.7	32.3		100	5.5	47.6	19.2	5.5	No	No			66.7		33.3	100	0	Yes	Yes
E7 and E8 Combined	#	2				1		3						2						2			
	%	66.7				33.3		100	18.3	6.4	10.1	18.3*	6.4*	No	100					100	0*	0*	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 2003: 81.9 percent
 Level of Goal Attainment for 2004: 80.5 percent
 Level of Goal Attainment for 2005: 84.1 percent

Library, State

Agency Director: Patti Butcher

EEO Officer: Marietta Boykin

1	2							3			4			5						6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05						% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	# 3		1	15	4		23										4	2		6			
	% 13.0		4.3	65.2	17.4		100	1.4	56.7	10.6	1.4*	No	No				66.7	33.3		100	0*	Yes	Yes
E3 and E5 Combined	# 1	1		7	3		12										1	1		2			
	% 8.3	8.3		58.3	25.0		100	0.4	45.5	12.2	No	No	No				50.0	50.0		100	Yes	Yes	Yes
E6	# 5				1		6																
	% 83.3				16.7		100	0	46.4	12.7	No	46.4	No								0*	0	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 2003: 78.9 percent
 Level of Goal Attainment for 2004: 82.4 percent
 Level of Goal Attainment for 2005: 85.7 percent

Lieutenant Governor's Office

Agency Director: Andre Bauer

EEO Officer: Bonnie Heddy

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	#	10			21	4		34						4			3			7			
	%	28.6			60.0	11.4		100	4.2	41.5	21.5	4.2	No	10.1	57.1			42.9		100	0	Yes	53.0
E3	#		1					1															
	%		100					100	6.9	13.8	13.8	No	13.8*	13.8*							Yes	0*	0*
E5	#				1			1															
	%				100			100	3.3	34.4	48.9	3.3*	34.4*	No							0*	0*	Yes
E6	#	1						1															
	%	100						100	0.9	45.0	43.9	0.9*	45.0*	43.9*							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 2004 - 2005: 70.6 percent

Medical University Hospital Authority (Page 1 of 3)

Agency Director: Raymond Greenberg, President

EEO Officer: Wallace Bonaparte

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05								6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E101	#	6			3		9						1						1					
	%	66.7			33.3		100	5.4	51.8	1.0	5.4*	18.5	1.0*	100					100	0*	64.3	0*		
E102	#	7	2		22		31						1				2		3					
	%	22.6	6.5		71.0		100	2.0	43.11	5.2	No	No	5.2	33.3			66.7		100	Yes	Yes	0		
E204	#	25	3	1	29	5	63						2	1	1	4		8						
	%	39.7	4.8	1.6	46.0	7.9	100	2.1	41.2	7.5	No	No	No	25.0	12.5	12.5	50.0		100	Yes	Yes	Yes		
E206	#	29	3	3	81	15	134						4			11		17						
	%	21.6	2.2	2.2	60.4	11.2	100	4.0	29.6	5.7	1.8	No	No	23.5			64.7	11.8	100	55.0	Yes	Yes		
E208	#	4			58	7	70						1			9		10						
	%	5.7			82.9	10.0	100	0.4	70.1	8.2	0.4*	No	No	10.0			90.0		100	0*	Yes	Yes		
E209	#	15			21		36						1					1						
	%	41.7			58.3		100	2.2	45.8	6.1	2.2*	No	6.1	100					100	0*	Yes	0		
E215	#	4	4		28	10	46									3	1	1	5					
	%	8.7	8.7		60.9	21.7	100	5.0	41.2	21.2	No	No	No				60.0	20.0	100	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.

Medical University Hospital Authority (Page 2 of 3)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E224	#	25	2	2	99	30	7	165						1			9		2	12			
	%	15.2	1.2	1.2	60	18.2	4.2	100	3.2	54.7	12.2	2.0	No	No	8.3		75.0		16.7	100	37.5	Yes	Yes
E225	#	98	5		199	12	7	321						22			32		1	55			
	%	30.5	1.6		62	3.7	2.2	100	2.6	46.9	5.4	1.0	No	1.7	40.0		58.2		1.8	100	61.5	Yes	68.5
E227	#	96	3	7	1100	97	74	1377						49	2	3	415	43	40	552			
	%	7.0	0.2	0.5	80.0	7.0	5.4	100	0.6	68.4	8.3	0.4	No	1.3	8.9	0.4	0.5	75.2	7.8	7.2	100	33.3	Yes
E330	#	11			6	3	1	21						1						1			
	%	52.4			28.6	14.3	4.8	100	5.4	24.6	4.4	5.4	No	No	100					100	0	Yes	Yes
E331	#	8	2		21	16	3	50						3			1	4		8			
	%	16.0	4.0		42.0	32.0	6.0	100	3.0	57.6	13.1	No	15.6	No	37.5		12.5	50.0		100	Yes	72.9	Yes
E333	#	54	44	10	90	326	20	544						41	25	3	90	119	15	293			
	%	10.0	8.1	1.8	16.5	60.0	3.7	100	3.9	26.0	52.2	No	9.5	No	14.0	8.5	1.0	30.7	40.6	5.1	100	Yes	63.5
E334	#	57	12	3	101	19	3	195						11	2	2	18	1		34			
	%	29.2	6.2	1.5	51.8	9.7	1.5	100	3.6	53.4	10.6	No	1.6	0.9	32.4	5.9	5.9	52.9	2.9	100	Yes	97.0	91.5

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.

Medical University Hospital Authority (Page 3 of 3)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E447	#	13	28	2	4	5		52						5	2					7			
	%	25.0	53.8	3.8	7.7	9.6		100	15.1	8.8	3.2	No	1.1*	No	71.4	28.6				100	Yes	87.5*	Yes
E550	#	4	1		49	54	3	111								1	4	8	2	15			
	%	3.6	0.9		44.1	48.6	2.7	100	1.1	54.5	21.1	0.2*	10.4	No		6.7	26.7	53.3	13.3	100	81.8*	80.9	Yes
E551	#	13	2		41	38	1	95						1			7	2	1	11			
	%	13.7	2.1		43.2	40.0	1.1	100	2.4	44.0	18.9	0.3*	0.8*	No	9.1		63.6	18.2	9.1	100	87.5*	98.2*	Yes
E552	#	14	15		36	20		85						9	2		22	4		37			
	%	16.5	17.6		42.4	23.5		100	9.5	44.5	18.1	No	2.1	No	24.3	5.4	59.5	10.8		100	Yes	95.3	Yes
E660	#	37	30	4	234	412	12	729						9	10		102	91	9	221			
	%	5.1	4.1	0.5	32.1	56.5	1.6	100	3.0	41.5	28.4	No	9.4	No	4.1	4.5	46.2	41.2	4.1	100	Yes	77.3	Yes
E772	#	19	15	3		1		38						3	2	1				6			
	%	50.0	39.5	7.9		2.6		100	25.8	2.5	1.9	No	2.5*	No	50.0	33.3	16.7			100	Yes	0*	Yes
E880	#	5	22	1	2	65		95							1			1		2			
	%	5.3	23.2	1.1	2.1	68.4		100	17.6	15.2	28.3	No	13.1	No	50.0			50.0		100	Yes	13.8	Yes

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 84.4 percent
 Level of Goal Attainment for 2003 - 2004: 85.2 percent
 Level of Goal Attainment for 2004 - 2005: 85.4 percent

Medical University of South Carolina (Page 1 of 4)

Agency Director: Raymond Greenberg, President

EEO Officer: Wallace Bonaparte

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	2					2										1			1			
	%	100					100	2.6	17.8	1.9	2.6*	17.8*	1.9*				100			100	0*	0*	0*
C2	#	31			5		36							2		1				3			
	%	86.1			13.9		100	2.4	28.9	3.2	2.4*	15.0	3.2	66.7		33.3				100	0*	48.1	0
C3	#	224	2	19	50	1	4	300						8			3	1	1	13			
	%	74.7	0.7	6.3	16.7	0.3	1.3	100	2.1	27.3	2.4	1.4	10.6	2.1	61.5		23.1	7.7	7.7	100	33.3	61.2	12.5
C4	#	133	3	21	88	2	6	253						10			3	4	1	18			
	%	52.6	1.2	8.3	34.8	0.8	2.4	100	2.1	28.2	2.4	0.9	No	1.6	55.6		16.7	22.2	5.6	100	57.1	Yes	33.3
C5	#	178	13	45	159	10	23	428						40	2	11	43	3	6	105			
	%	41.6	3.0	10.5	37.1	2.3	5.4	100	2.1	29.8	2.6	No	No	0.3	38.1	1.9	10.5	41.0	2.9	5.7	100	Yes	Yes
C6	#	56	1	12	84	4	7	164						22	1	7	43	4	4	81			
	%	34.1	0.6	7.3	51.2	2.4	4.3	100	2.3	41.0	4.3	1.7	No	1.9	27.2	1.2	8.6	53.1	4.9	4.9	100	26.1	Yes
C8	#	19	2	6	15		6	48						5		2	2			9			
	%	39.4	4.2	12.5	31.3		12.5	100	2.2	35.9	3.7	No	4.6	3.7	55.6		22.2	22.2		100	Yes	87.2	0

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

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

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

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

Medical University of South Carolina (Page 2 of 4)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	17			12			29						3			2			5			
	%	58.6			41.4			100	3.4	38.4	4.3	3.4*	No	4.3	60.0			40.0		100	0*	Yes	0
E2A	#	65	8	2	231	29	6	341						6			45	1	3	55			
	%	19.1	2.3	0.6	67.7	8.5	1.8	100	2.9	49.8	9.2	0.6	No	0.7	10.9			81.8	1.8	5.5	100	79.3	Yes
E2B	#	1			8			9						1			1			2			
	%	11.1			88.9			100	0.9	69.2	8.7	0.9*	No	8.7*	50.0			50.0		100	0*	Yes	0*
E2C	#	11	2		67	32		112						4			14	2		20			
	%	9.8	1.8		59.8	28.6		100	4.6	36.5	18.1	2.8	No	No	20.0			70.0	10.0	100	39.1	Yes	Yes
E2D	#	29	3	1	25	7	1	66						5	1		2	2	1	11			
	%	43.9	4.5	1.5	37.9	10.6	1.5	100	8.6	34.1	15.4	4.1	No	4.8	45.5	9.1		18.2	18.2	9.1	100	52.3	Yes
E2F	#	8			2			10						5			1			6			
	%	80.0			20.0			100	6.1	10.9	0.3	6.1*	No	0.3*	83.3			16.7		100	0*	Yes	0*
E2G	#	13	2		39	2	1	57						1			6			7			
	%	22.8	3.5		68.4	3.5	1.8	100	1.6	67.3	7.9	No	No	4.4	14.3			85.7		100	Yes	Yes	44.3

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.

Medical University of South Carolina (Page 3 of 4)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3A	#	14	2	1	7	3		27						3		1	2			6			
	%	51.9	7.4	3.7	25.9	11.1		100	4.6	36.2	11.0	No	10.3	No	50		16.7	33.3		100	Yes	71.5	Yes
E3B	#	9	3		1	1		14						1						1			
	%	64.3	21.4		7.1	7.1		100	8.3	27.7	11.6	No	20.6	4.5*	100					100	Yes	25.6	61.2*
E3C	#	5	7	1	12	5		30						3	3		5	3		14			
	%	16.7	23.3	3.3	40.0	16.7		100	4.9	65.1	7.3	No	25.1	No	21.4	21.4		35.7	21.4	100	Yes	61.4	Yes
E3D	#		1		15	6	2	24									4	1	1	6			
	%		4.2		62.5	25.0	8.3	100	1.4	81.0	11.8	No	18.5	No			66.7	16.7	16.7	100	Yes	77.2	Yes
E3E	#	11	2		10	5		28						4	1		2	5		12			
	%	39.3	7.1		35.7	17.9		100	4.9	53.4	20.9	No	17.7	3.0	33.3	8.3		16.7	41.7	100	Yes	66.9	85.6
E3F	#	8	1	4	32	4	2	51									1	1	1	3			
	%	15.7	2.0	7.8	62.7	7.8	3.9	100	2.8	41.2	5.4	0.8	No	No			33.3	33.3	33.3	100	71.4*	Yes	Yes
E4A	#	33	10	1	5	2		51						16	4		3	2		25			
	%	64.7	19.6	2.0	9.8	3.9		100	17.3	10.6	5.4	No	0.8*	1.5*	64.0	16.0		12.0	8.0	100	Yes	92.4*	72.2*

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

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

Medical University of South Carolina (Page 4 of 4)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5A	#	4	5		30	14		53						1	1		5	2		9			
	%	7.5	9.4		56.6	26.4		100	1.8	74.3	12.2	No	17.7	No	11.1	11.1		55.5	22.2		100	Yes	76.2
E6A	#	17	8	1	237	102	6	371						3	1		61	20	3	88			
	%	4.6	2.2	0.3	63.9	27.4	1.6	100	0.7	77.8	15.9	No	13.9	No	3.4	1.1		69.3	22.7	3.4	100	Yes	82.1
E6B	#	6	3		5	9		23						4				1		5			
	%	26.1	13.0		21.7	39.1		100	9.6	45.0	27.6	No	23.3	No	80.0				20.0		100	Yes	48.2
E7A	#	85	44	4	1	3		137						14	3	1		2		20			
	%	62	32.1	2.9	0.7	2.2		100	29.1	3.1	4.5	No	2.4	2.3	70.0	15.0	5.0		10.0		100	Yes	22.6
E8A	#	12	36		1	56		105						6	8			11		25			
	%	11.4	34.3		1.0	53.3		100	28.7	12.2	17.2	No	11.2	No	24.0	32.0			44.0		100	Yes	8.2
E8B	#	8	9		2	17		36						1	3			5		9			
	%	22.2	25.0		5.6	47.2		100	56.2	13.7	13.9	31.2	8.1	No	11.1	33.3			55.6		100	44.5	40.9
	#																						
	%																						

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 2002 - 2003: 80.5 percent
 Level of Goal Attainment for 2003 - 2004: 80.6 percent
 Level of Goal Attainment for 2004 - 2005: 75.8 percent

Mental Health, Department of (Statewide -- Page 1 of 2)

Agency Director: John J. Connery, Interim Director

EEO Officer: Joan Boyle

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	31	1	9	12	2	1	56						1			2			3			
	%	55.4	1.8	16.1	21.4	3.6	1.8	100	6.7	40.7	12.4	4.9	19.3	8.8	33.3		66.7			100	26.9	52.7	29.0
E1B	#	63	12		41	20	1	137						3			2	3		8			
	%	46.0	8.8		29.9	14.6	0.7	100	6.1	34.3	4.5	No	4.4	No	37.5		25.0	37.5		100	Yes	87.2	Yes
E2A	#	73	20	15	175	113	20	416						7	1	2	11	14	1	36			
	%	17.5	4.8	3.6	42.1	27.2	4.8	100	3.3	41.8	22.9	No	No	No	19.4	2.8	5.6	30.6	38.9	2.8	100	Yes	Yes
E2B	#	243	174	3	606	550	21	1597						24	27		132	129	7	319			
	%	15.2	10.9	0.2	37.9	34.4	1.3	100	11.2	37.9	25.0	0.3	No	No	7.5	8.5		41.4	40.4	2.2	100	97.3	Yes
E2C	#	73	30	5	265	86	6	465						9	4	1	29	19	2	64			
	%	15.7	6.5	1.1	57.0	18.5	1.3	100	7.4	41.8	19.8	0.9	No	1.3	14.1	6.3	1.6	45.3	29.7	3.1	100	87.8	Yes
E3A	#	3	5	1	40	47	2	98							1		8	10		19			
	%	3.1	5.1	1.0	40.8	48.0	2.0	100	5.3	45.9	45.6	0.2*	5.1	No		5.3		42.1	52.6		100	96.2*	88.9
E3B	#	36	4	1	42	17		100						2				3		5			
	%	36.0	4.0	1.0	42.0	17.0		100	7.4	27.2	10.3	3.4	No	No	40.0				60.0		100	54.1	Yes
E4	#	21	38	4	3	20		86						3	10	1		4		18			
	%	24.4	44.2	4.7	3.5	23.3		100	43.6	4.3	12.0	No	0.8*	No	16.7	55.6	5.6		22.2		100	Yes	81.4*
E5A	#	29	114	6	47	440	2	638						12	28	2	11	72	2	127			
	%	4.5	17.9	0.9	7.4	69.0	0.3	100	11.6	17.3	52.6	No	9.9	No	9.4	22.0	1.6	8.7	56.7	1.6	100	Yes	42.8

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.

Mental Health, Department of (Statewide--Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5B	#	18	62	3	161	244	5	493						7	19	1	20	67	1	115			
	%	3.7	12.6	0.6	32.7	49.5	1.0	100	5.6	46.2	32.5	No	13.5	No	6.1	16.5	0.9	17.4	58.3	0.9	100	Yes	70.8
E6A	#	1	5	1	185	168	1	361							1		25	17	1	44			
	%	0.3	1.4	0.3	51.2	46.5	0.3	100	6.4	39.5	30.7	5.0	No	No		2.3		56.8	38.6	2.3	100	21.9	Yes
E6B	#	1	3		57	70		131									13	14		27			
	%	0.8	2.3		43.5	53.4		100	1.1	64.5	16.9	No	20.9	No			48.1	51.9		100	Yes	67.4	Yes
E7	#	69	35	1		1		106							1					1			
	%	65.1	33.0	0.9		0.9		100	18.7	3.7	1.9	No	3.7	1.0		100				100	Yes	0	47.4
E8	#	26	101	2	25	146	2	302						1	7		1	5	1	15			
	%	8.6	33.4	0.7	8.3	48.3	0.7	100	26.8	12.2	20.4	No	3.9	No	6.7	46.7		6.7	33.3	6.7	100	Yes	68.0
	#																						
	%																						
	#																						
	%																						

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

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

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

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

More Detailed Information On Area Facilities Available Upon Request

Level of Goal Attainment for 2002 - 2003: 88.9 percent
Level of Goal Attainment for 2003 - 2004: 89.5 percent
Level of Goal Attainment for 2004 - 2005: 83.6 percent

Motor Vehicles, Department of

Agency Director: Marcia S. Adams

EEO Officer: Tracy Huston

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY						
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E1	#	5			2	1		8																			
	%	62.5			25.0	12.5		100	5.2	25.1	5.4	5.2*	0.1*	No											0*	99.6*	Yes
E2	#	47	12		103	60	2	224						20	8		27	23	1	79							
	%	21.0	5.4		46.0	26.8	0.9	100	6.9	39.0	9.8	1.5	No	No	25.3	10.1		34.2	29.1	1.3	100	78.3	Yes	Yes	Yes		
E3	#	10	2		7	5		24						8			3	3		14							
	%	41.7	8.3		29.2	20.8		100	6.7	26.2	8.8	No	No	No	57.1			21.4	21.4		100	Yes	Yes	Yes			
E5	#	1			36	40	1	78							2		20	13		35							
	%	1.3			46.2	51.3	1.3	100	4.5	50.8	16.4	4.5	4.6	No		5.7		57.1	37.1		100	0	90.9	Yes			
E6	#	23	18		377	329	12	759						25	16	2	168	183	13	407							
	%	3.0	2.4		49.7	43.3	1.6	100	4.2	45.4	16.0	1.8	No	No	6.1	3.9	0.5	41.3	45.0	3.2	100	57.1	Yes	Yes	Yes		
E8	#	2	3			1		6						1						1							
	%	33.3	50.0			16.7		100	28.7	11.8	15.5	No	11.8*	No	100						100	Yes	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 2002 - 2003: 93.9 percent
 Level of Goal Attainment for 2003 - 2004: 89.6 percent
 Level of Goal Attainment for 2004 - 2005: 89.1 percent

Museum, State

Agency Director: William P. Calloway

EEO Officer: Charles J. Lee, II

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3			7				3.1*	No	7.4*								0*	Yes	0*
	% 57.1			42.9			100																
E2 and E3	# 7			9	1		17				8.4	No	0.7*	1		1	2			4	0	Yes	89.4*
	% 41.2			52.9	5.9		100							25.0		25.0	50.0			100			
E4	#			1	3		4				24.7*	No	No					1		1	0*	Yes	Yes
	%			25.0	75.0		100											100		100			
E7 and E8	# 2	3			2		7				No	5.5*	No		1					1	Yes	0*	Yes
	% 28.6	42.8			28.6		100								100					100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 99.6 percent
 Level of Goal Attainment for 2004: 100.0 percent
 Level of Goal Attainment for 2005: 86.2 percent

Natural Resources, Department of (Page 1 of 2)

Agency Director: John E. Frampton

EEO Officer: Jean Cowell

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	36	2		8			46						4	1		2			7			
	%	78.3	4.3		17.4			100	4.6	24.9	4.2	0.3	7.5	4.2	57.1	14.3		28.6		100	93.5	69.9	0
E2A	#	27	3		58	19		107						4			13	7		24			
	%	25.2	2.8		54.2	17.8		100	3.5	45.0	9.6	0.7*	No	No	16.6			54.2	29.2	100	80.0*	Yes	Yes
E2B	#	129	6	3	35	3		176						13	1		8	1		23			
	%	73.3	3.4	1.7	19.9	1.7		100	3.7	24.7	1.5	0.3*	4.8	No	56.5	4.3		34.8	4.3	100	91.9*	80.6	Yes
E3	#	78	8	2	13	4	1	106						11	1	2	4			18			
	%	73.6	7.5	1.9	12.2	3.8	0.9	100	4.8	16.7	4.6	No	4.4	0.8*	61.1	5.6	11.1	22.2		100	Yes	73.7	82.6
E4A	#	118	13		8	1		140						3	1					4			
	%	84.3	9.3		5.7	0.7		100	4.7	7.0	3.5	No	1.3	2.8	75.0	25.0				100	Yes	81.4	20.0
E4B	#	40	6		3	1		50						12	2		1			15			
	%	80.0	12.0		6.0	2.0		100	9.7	4.9	0.7	No	No	No	80.0	13.3		6.7		100	Yes	Yes	Yes
E6	#	4	1		27	11		43							1		6	2		9			
	%	9.3	2.3		62.8	26.6		100	5.6	47.8	17.0	3.3	No	No		11.1		66.7	22.2	100	41.1	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.

Natural Resources, Department of (Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7	#	12	5		1		18				No	6.3	1.0	4	2				6				
	%	66.7	27.8		5.6		100	27.4	6.3	6.6				66.7	33.3				100	Yes	0	84.8	
E8	#	3	2		2		7				No	11.2*	1.7	1	1		1	1	4				
	%	42.9	28.6		28.6		100	20.8	11.2	30.3				25.0	25.0		25.0	25.0	100	Yes	0*	94.4	
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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 2002 - 2003: 81.0 percent
Level of Goal Attainment for 2003 - 2004: 76.7 percent
Level of Goal Attainment for 2004 - 2005: 80.5 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith
EEO Officer: Gloria L. Woodward

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#			1	1		2				5.9	36.1	10.5	5.9*	No	No						0*	Yes	Yes		
	%			50.0	50.0		100																			
E2	#	3	7	14	4		28				11.1	47.2	18.2	No	No	3.9				2			2	Yes	Yes	78.6
	%	10.7	25.0	50.0	14.3		100										100									
E3 and E5	#	1	2	2	1		6				2.8	54.8	18.7	No	21.5	2.0*				1		1	Yes	60.8	89.3*	
	%	16.7	33.3	33.3	16.7		100													100		100				
E6	#			4	1		5				3.0	50.2	25.4	3.0*	No	5.4*				1		1	0*	Yes	78.7*	
	%			80.0	20.0		100													100		100				
E7	#	4	3		1		8				30.2	9.4	19.5	No	9.4*	7*				1		1	Yes	0*	64.1*	
	%	50.0	37.5		12.5		100													100						
E8	#	1	1		3		5													1		2				
	%	20.0	20.0		60.0		100				24.3	13.5	14.0	4.3*	13.5*	No				50.0		50.0	100	82.3*	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 2003: 90.8 percent
Level of Goal Attainment for 2004: 91.7 percent
Level of Goal Attainment for 2005: 89.6 percent

Parks, Recreation and Tourism

Agency Director: Chad Prusser

EEO Officer: Patsy E. Sowell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	6			6		12				5.4	31.3	4.9	5.4*	No	4.9*						0*	Yes	0*	
	%	50.0			50.0		100	5.4	31.3	4.9	5.4*	No	4.9*									0*	Yes	0*	
E2	#	41	1	1	26	7	1	77				3.7	No	No	2	2		5		9	26.0	Yes	Yes		
	%	53.2	1.3	1.3	33.8	9.1	1.3	100	5.0	32.7	7.9	3.7	No	No	22.2	22.2		55.6		100	26.0	Yes	Yes		
E2A, B, C and D	#	98	9		14		121				15.1	8.8	3.2	7.7	No	3.2	21	2	1	6		49.0	Yes	0	
	%	81.0	7.4		11.6		100	15.1	8.8	3.2	7.7	No	3.2	70.0	6.7	3.3	2.0				100	49.0	Yes	0	
E3 and E4	#		2		1		2	5				1.8	25.4	4.6	No	5.4*	4.6*				Yes	78.7*	0*		
	%		40.0		20.0		40.0	100	1.8	25.4	4.6	No	5.4*	4.6*							Yes	78.7*	0*		
E5 and E5A	#	15	1		49	19	84				10.1	44.1	12.9	8.9	No	No	5	1		11	5	22	11.9	Yes	Yes
	%	17.9	1.2		58.3	22.6	100	10.1	44.1	12.9	8.9	No	No	22.7	4.5		50.0	22.7		100	11.9	Yes	Yes		
E6	#	2			16	3	21				3.3	52.7	20.2	3.3*	No	5.9			2		2	0*	Yes	70.8	
	%	9.5			76.2	14.3	100	3.3	52.7	20.2	3.3*	No	5.9				100			100	0*	Yes	70.8		
E7	#	48	6				54				11.9	7.4	4.6	0.8*	7.4	4.6	8	1			9	93.3*	0	0	
	%	88.9	11.1				100	11.9	7.4	4.6	0.8*	7.4	4.6	88.9	11.1					100	93.3*	0	0		
E8	#	35	19		11	9	74				223.3	14.4	13.7	No	No	1.5	14	4		1	1	20	Yes	Yes	89.1
	%	47.2	25.7		14.9	12.2	100	223.3	14.4	13.7	No	No	1.5	70.0	20.0		5.0	5.0		100	Yes	Yes	89.1		

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

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

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

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

Level of Goal Attainment for 2003: 76.9 percent
 Level of Goal Attainment for 2004: 76.5 percent
 Level of Goal Attainment for 2005: 70.9 percent

Patriot's Point

Agency Director: David Burnette

EEO Officer: Judith McClinton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2	#	13			3									1										
	%	81.3			18.8				3.7	43.3	10.1	3.7*	24.5	10.1	100							0*	43.4	0
E3, E5 and E6	#	3			6	1								1										
	%	30.0			60.0	10.0			1.5	55.0	19.1	1.5*	No	9.1*	100							0*	Yes	52.4*
E4	#		1		1	2														1				
	%		25.0		25.0	50.0			3.4	39.5	4.2	No	14.5*	No						100	100	Yes	63.3*	Yes
E7	#	19	7											4	2									
	%	73.1	26.9						15.0	6.8	4.0	No	6.8	4.0	66.7	33.3						Yes	0	0
E8	#	1	3			3																		
	%	14.3	42.9			42.9			23.4	12.6	17.8	No	12.6*	No								Yes	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 2003: 74.6 percent
 Level of Goal Attainment for 2004: 85.0 percent
 Level of Goal Attainment for 2005: 63.3 percent

Ports Authority, South Carolina State

Agency Director: Bernard S. Groseclose

EEO Officer: James B. Pinson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	8					8																	
	%	100					100	3.5	33.7	5.2	3.5*	33.7	5.2*								0*	0	0*	
E2	#	43	5		23	1	72							2			8	1		11				
	%	59.7	6.9		31.9	1.4	100	5.5	27.6	5.6	No	No	4.2	18.2			72.7	9.1		100	Yes	Yes	25.0	
E3	#	13	4		11	2	30							1						1				
	%	43.3	13.3		36.7	6.7	100	9.3	23.3	12.8	No	No	6.1	100						100	Yes	Yes	52.3	
E4	#	19	18		11	15	63							14	7		6	5		32				
	%	30.2	28.6		17.5	23.8	100	17.6	15.7	12.1	No	No	No	43.8	21.9		18.8	15.6		100	Yes	Yes	Yes	
E5	#	32	12		5	2	51							3						3				
	%	62.7	23.5		9.8	3.9	100	13.9	14.5	5.3	No	4.7	1.4*	100						100	Yes	67.6	73.6*	
E6	#	5	3		26	14	48																	
	%	10.4	6.3		54.2	29.2	100	8.7	40.2	17.6	2.4	No	No								72.4	Yes	Yes	
E7	#	201	99	10	11	4	1	326																
	%	61.7	30.4	3.1	3.4	1.2	0.3	100	36.8	3.2	3.1	6.4	No	1.9							82.6	Yes	38.7	

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 77.2 percent
 Level of Goal Attainment for 2003 - 2004: 76.7 percent
 Level of Goal Attainment for 2004 - 2005: 79.6 percent

Probation, Parole & Pardon Services, Department of

Agency Director: Samuel Glover
EEO Officer: Patrice Boyd-Johnson

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	9	2	1	4	3	1	20									1			1			
	%	45.0	10.0	5.0	20.0	15.0	5.0	100	6.6	27.5	11.3	No	7.5	No				100			100	Yes	72.7
E2 and E2A	#	201	85	3	176	94	2	561						49	22	1	34	27	1	134			
	%	35.8	15.2	0.5	31.4	16.8	0.3	100	21.1	14.4	7.9	5.9	No	No	36.6	16.4	0.7	25.4	20.1	0.7	100	72.0	Yes
E3	#	4	2	1	13	6	2	28						1			1		2	4			
	%	14.3	7.1	3.6	46.4	21.4	7.1	100	2.6	21.9	14.9	No	No	No	25.0			25.0		50.0	100	Yes	Yes
E5, E6 and E8	#	4	1		70	34	1	110									6	6	1	13			
	%	3.6	0.9		63.6	30.9	0.9	100	3.7	50.0	18.7	2.8	No	No				46.2	46.2	7.6	100	24.3	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 90.2 percent
Level of Goal Attainment for 2004: 90.4 percent
Level of Goal Attainment for 2005: 89.1 percent

Public Safety, Department of

Agency Director: James K. Schweitzer

EEO Officer: W. Alex Belk

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004- 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6	1		1	1		9						1	1		1			3			
	%	66.7	11.1		11.1	11.1		100	3.7	26.9	2.8	No	15.8	No	33.3	33.3		33.3		100	Yes	41.3	Yes
E2A	#	21	2	1	21	4	2	51									1			1			
	%	41.2	3.9	2.0	41.2	7.8	3.9	100	5.2	30.5	7.0	1.3*	No	No			100		100	75.0	Yes	Yes	
E2B	#	239	57	6	12	3		317						7	1					8			
	%	75.4	18.0	1.9	3.8	0.9		100	17.7	10.7	3.6	No	6.9	2.7	87.5	12.5				100	Yes	35.5	25.0
E2C	#	39	10	1	52	15		117						2	1		3	1		7			
	%	33.3	8.5	0.9	44.4	12.8		100	7.4	38.3	13.5	No	No	0.7*	28.6	14.3		42.9	14.3	100	Yes	Yes	94.8*
E3	#	38	7	2	66	29	4	146						13	6		16	11	1	47			
	%	26.0	4.8	1.4	45.2	19.9	2.7	100	6.3	23	6.0	1.5	No	No	27.7	12.8		34.0	23.4	2.1	100	76.2	Yes
E4	#	558	70	9	19	8		664						59	11	3				73			
	%	84.0	10.5	1.4	2.9	1.2		100	18.1	8.1	3.4	7.6	5.2	2.2	80.8	15.1	4.1			100	58.0	35.8	35.3
E5	#		2		35	11		48							1		4	1		6			
	%		4.2		72.9	22.9		100	0.8	67.5	16.8	No	No	No		16.7		66.7	16.7	100	Yes	Yes	Yes
E6	#	1	1		10	7		19							1					1			
	%	5.3	5.3		52.6	36.8		100	4.3	47.9	25.1	No	No	No		100				100	Yes	Yes	Yes
E7 and E8 Combined	#	17	17		4	1		39						1	2					3			
	%	43.6	43.6		10.3	2.6		100	16.7	12.1	8.0	No	1.8*	5.4	33.3	66.7				100	Yes	85.1*	32.5

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 2002 - 2003: 79.6 percent

Level of Goal Attainment for 2003 - 2004: 79.9 percent

Level of Goal Attainment for 2004 - 2005: 81.3 percent

Public Service Commission

Agency Director: Charles L. A. Terreni

EEO Officer: Carolyn C. Nelson

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5			3		8				7.9	22.3	11.2	4						4	0*	0	Yes
	%	62.5			37.5		100				7.9*	22.3	No	100						100			
E2	#	4		2	1		7	5.6	27.3	11.2	5.6*	No	No				2	1	3	0	Yes	Yes	
	%	57.1		28.6	14.3		100				5.6*	No	No				67.7	33.3	100				
E3	#	1		1	1		3	8.1	38.5	19.1	8.1*	5.2*	No				1		1	0*	86.5	Yes	
	%	33.3		33.3	33.3		100				8.1*	5.2*	No				100		100				
E5 and E6	#		1	7	2		10	2.5	62.9	17.4	No	No	No				7	1	8	Yes	Yes	Yes	
	%		10.0	70.0	20.0		100				No	No	No				87.5	12.5	100				
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 80.5 percent
 Level of Goal Attainment for 2004: 73.9 percent
 Level of Goal Attainment for 2005: 78.7 percent

Regulatory Staff, Office of

Agency Director: C. Dukescott

EEO Officer: Dorothy Marchant

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	4			4			8							1			3						
	50			50			100							25			75						
E2	14	4	1	16	5		40							12	2	2	12	5		33			
	35	10	2.5	40	12.5		100							36.4	6.0	6.0	36.4	15.2		100			
E3	7			1			8							7			1						
	87.5			12.5			100							27.5			12.5						
E5				3	1		4										3	2		5			
				75	25		100										60	40		100			
E6				1			1																
				100			100																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

2005: This is the first year of reporting. More complete information will be in be in next year's report.

Revenue, Department of

Agency Director: Burnet R. Maybank, III

EEO Officer: Darold Ratiff

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14	1		6	1		22																
	% 63.6	4.5		27.3	4.5		100	6.9	25.7	6.8	2.4*	No	2.3*								65.2*	Yes	66.2*
E2	# 150	23		135	39	3	350							15	2		14	5	1	37			
	% 42.9	6.6		38.6	11.1	0.9	100	5.0	34.4	9.2	No	No	No	40.5	0.1		0.4	0.1		100	Yes	Yes	Yes
E3	# 16	3	2	20	3		44							1	1		2	1		5			
	% 36.4	6.8	4.5	45.5	6.8		100	6.7	29.8	8.3	No	No	1.5*	20.0	20.0		40.0	20.0		100	Yes	Yes	81.9*
E5	# 10	7	1	59	33		110							2	1		13	14		30			
	% 9.1	6.4	0.9	53.6	30.0		100	5.0	46.9	15.9	No	No	No	6.7	3.3		43.3	46.7		100	Yes	Yes	Yes
E6	# 8	4		60	43	1	116							3	3		8	8		22			
	% 6.9	3.4		51.7	37.1	0.9	100	4.6	43.3	21.9	1.2	No	No	13.6	13.6		36.4	36.4		100	73.9	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 97.6 percent
 Level of Goal Attainment for 2004: 97.2 percent
 Level of Goal Attainment for 2005: 92.5 percent

Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter, President & CEO

EEO Officer: Ronald H. Holmes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	18	1		4		23							1						1				
	%	78.3	4.4		17.4		100	3.7	16.5	3.7	No	No	3.7*	100						100	Yes	Yes	0.0*	
E2	#	294	29	5	126	23	1	478						15	1	1	12	4		33				
	%	61.6	6.1	1.0	26.4	4.8	0.2	100	6.2	13.0	2.9	0.1*	No	No	No	45.5	3.0	3.0	36.4	12.1		100	98.4*	Yes
E3	#	105	14		30	6	3	158						6	3		2	1		12				
	%	66.5	8.9		19.0	3.8	1.9	100	7.9	16.1	5.0	No	No	1.2	50.0	25.0		16.7	8.3		100	Yes	Yes	76.0
E6	#	37	16	1	119	35	1	209						4	2		9	1		16				
	%	17.7	7.7	0.5	56.9	16.7	0.5	100	6.4	52.5	10.2	No	No	No	25.0	12.5		56.3	6.3		100	Yes	Yes	Yes
E7	#	600	183	4	27	13	2	829						41	12	1	2	2		58				
	%	72.4	22.1	0.5	3.3	1.6	0.2	100	13.1	4.1	3.7	No	0.8	2.1	70.6	20.7	1.7	3.4	3.4		100	Yes	80.5	43.2
E8	#	11	17		8	10		46						3	1		1	1		6				
	%	23.9	37.0		17.4	21.7		100	19.5	13.7	12.2	No	No	No	50.0	16.7		16.7	16.7		100	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 2003: 100.0 percent
 Level of Goal Attainment for 2004: 100.0 percent
 Level of Goal Attainment for 2005: 94.0 percent

Second Injury Fund

Agency Director: Douglas P. Crossman

EEO Officer: Michael T. Harris

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2			4				6.1*	No	6.4*								0*	Yes	0*
	% 50.0			50.0			100																
E2	# 4	1		3			8				No	10.2*	19.0								Yes	78.6*	0
	% 50.0	12.5		37.5			100																
E5	#			4	1	1	6				5.7*	No	3.2*				1		1	2	0*	Yes	83.9*
	%			66.6	16.7	16.7	100										50.0		50.0	100			
E6	#	1		1			2				No	No	13.6*	1				1		2	Yes	Yes	0*
	%	50.0		50.0			100							50.0				50.0		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 79.9 percent
 Level of Goal Attainment for 2004: 79.9 percent
 Level of Goal Attainment for 2005: 82.8 percent

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Gloria Hallman

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1			2			3																
	%	33.3			66.7			100	3.8	19.4	3.0	3.8*	No	3.0*								0*	Yes	0*
E2	#	3			1	2		6																
	%	50.0			16.7	33.3		100	7.3	40.0	15.8	7.3*	23.3	No								0*	41.8	Yes
E5 & E6	#	1			12	3		16									1	1		2				
	%	6.2			75.0	18.8		100	5.6	49.9	16.9	5.6*	No	No			50.0	50.0		100		0*	Yes	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2003: 87.6 percent
 Level of Goal Attainment for 2004: 88.1 percent
 Level of Goal Attainment for 2005: 88.4 percent

Social Services, Department of (Page 1 of 2)

Agency Director: Kim S. Aydlette

EEO Officer: Robin Owens

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY						
																								WM	BM	OM	WF
E1A	#		1		1	1		3				No	No	No											Yes	Yes	Yes
	%		33.3		33.3	33.3		100	5.5	27.4	6.8																
E1B	#	20	4		9	13		46				No	4.2	No				2				2	Yes	82.4	Yes		
	%	43.5	8.7		19.6	28.3		100	4.6	23.8	4.5							100				100					
E2A	#	40	15	2	65	31		153				No	No	No		1		1	1			3	Yes	Yes	Yes		
	%	26.1	9.8	1.3	42.5	20.3		100	5.9	26.3	7.4					33.3		33.3	33.3			100					
E2B	#	111	56	4	264	282	3	720				No	1.5	No	16	6		30	29			81	Yes	96.1	Yes		
	%	15.4	7.8	0.6	36.7	39.2	0.4	100	5.7	38.2	29.8				19.8	7.4		37.0	35.8			100					
E2C	#	120	107	3	594	919	14	1757				No	6.8	No	15	17	1	120	163	6		322	Yes	83.3	Yes		
	%	6.8	6.1	0.2	33.8	52.3	0.8	100	5.2	40.6	32.4				4.7	5.3	0.3	37.3	50.6	1.9		100					
E3	#	32	6	2	24	15	1	80				No	No	No								1	1	Yes	Yes	Yes	
	%	40.0	7.5	2.5	30.0	18.8	1.3	100	5.8	27.3	11.2											100	100				
E5A	#		1		81	38	1	121				2.2	No	No				19	4			23	26.7	Yes	Yes		
	%		0.8		66.9	31.4	0.8	100	3.0	55.0	19.4							82.6	17.4			100					
E5B	#	1			13	71		85				11.3	12.8	No	1			2	2			5	0	54.4	Yes		
	%	1.2			15.3	83.5		100	11.3	28.1	32.8	11.3	12.8	No	20.0			40.0	40.0			100					
E6A	#	4	5		210	165	1	385				2.5	No	No		1		9	10	1		21	34.2	Yes	Yes		
	%	1.0	1.3		54.5	42.9	0.3	100	3.8	48.4	19.2					4.8		42.9	47.6	4.8		100					

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

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

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

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

Social Services , Department of (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6B	#	1		2	6		9				No	11.8	No				1	1		2	Yes	65.3	Yes
	%	11.1		22.2	66.7		100	7.0	34.0	26.3							50.0	50.0		100			
E8	#	5	1				6				No	6.4*	2.9*	1						1	Yes	0*	0*
	%	83.3	16.7				100	13.5	6.4	2.9				100						100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

More Information On Area Facilities Available Upon Request

Level of Goal Attainment for 2003: 82.0 percent
 Level of Goal Attainment for 2004: 86.0 percent
 Level of Goal Attainment for 2005: 88.5 percent

Education Lottery, South Carolina

Agency Director: Ernie Passailaique

EEO Officer: Ernestine Middleton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	8	4		5	2		19						1				1		2			
	%	42.1	21.1		26.3	10.5		100	3.1	24.3	3.4	No	No	No	50.0				50.0		100	Yes	Yes
E2	#	19	13		17	16	1	66						3	2		4	3		12			
	%	28.8	19.7		25.8	24.2	1.5	100	5.2	32.3	6.7	No	6.5	No	25.0	16.7		33.3	25.0		100	Yes	79.9
E3	#	5	3	1	3			12							1		2	1		4			
	%	41.7	25.0	8.3	25.0			100	5.0	31.5	8.2	No	6.5*	8.2*		25.0		50.0	25.0		100	Yes	79.4*
E5	#	3	4		8	10	1	26						1	1		1		1	4			
	%	11.5	15.4		30.8	38.5	3.8	100	6.2	45.7	8.7	No	14.9	No	25.0	25.0		25.0		25.0	100	Yes	67.4
E6	#	1	2		4	2		9						5	1					6			
	%	11.1	22.2		44.4	22.2		100	1.0	72.2	14.3	No	27.8	No	83.3	16.7					100	Yes	61.5
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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 2003: 89.1 percent
 Level of Goal Attainment for 2004: 91.0 percent
 Level of Goal Attainment for 2005: 92.0 percent

South Carolina State University (Page 1 of 2)

Agency Director: Andrew Hugine, Jr., Ph.D., President

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	1	10	1	11		23																	
	%	4.3	43.5	4.3	47.8		100	5.9	37.6	11.6	No	37.6	No	66.7				33.3		100	Yes	0	Yes	
C2	#		5		7		12																	
	%		41.7		58.3		100	13.6	29.1	16.0	No	29.1	No	66.7				33.3		100	Yes	0	Yes	
C3	#	16	17	10	2	9	54																	
	%	29.6	31.5	18.5	3.7	16.7	100	14.5	29.0	14.5	No	25.3	No								Yes	12.8	Yes	
C4	#	11	17	2	5	17	1	53						1	1					2				
	%	20.8	32.1	3.8	9.4	32.1	1.9	100	10.8	33.4	15.8	No	24.0	No	50.0	50.0				100	Yes	28.1	Yes	
C5	#	7	24	4	6	42	3	86						1				2		3				
	%	8.1	27.9	4.7	7.0	48.8	3.5	100	8.3	37.0	16.3	No	30.0	No	33.3				66.7	100	Yes	18.9	Yes	
C6	#	4	9		5	16	1	35																
	%	11.4	25.7		14.3	45.7	2.9	100	6.5	38.2	12.3	No	23.9	No							Yes	37.4	Yes	
C7	#		5		2	13		20										1		1				
	%		25.0		10.0	65.0		100	6.1	57.1	16.2	No	47.1	No				100	100		Yes	17.5	Yes	
C8	#	4	7	1	2	4	1	19																
	%	21.1	36.8	5.3	10.5	21.1	5.3	100	8.2	38.9	12.1	No	28.4	No							Yes	27.0	Yes	
C9	#	5	17		1	7		30							4		1	1		6				
	%	16.7	56.7		3.3	23.3		100	8.3	22.3	7.0	No	19.0	No	66.7		16.7	16.7	100	Yes	14.8	Yes		

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

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

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

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

South Carolina State University (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2	#	2	34	1	2	92		131							7	1		22		30				
	%	1.5	26.0	0.8	1.5	70.2		100	8.9	35.4	18.1	No	33.9	No	23.3	3.3		73.3		100	Yes	4.2	Yes	
E3	#	1	9		1	22	1	34						3			1	9	1	14				
	%	2.9	26.5		2.9	64.7	2.9	100	9.5	30.0	14.2	No	27.1	No	21.4			7.1	64.3	7.1	100	Yes	9.7	Yes
E4	#	2	17			8		27						1	5			2		8				
	%	7.4	63.0			29.6		100	14.2	16.0	5.9	No	16.0	No	12.5	62.5			25.0		100	Yes	0	Yes
E5	#		1		1	31	1	34										1	4		5			
	%		2.9		2.9	91.2	2.9	100	7.2	44.0	19.9	4.3	41.1	No				20.0	80.0		100	40.3	6.6	Yes
E6	#		4		3	66		73											6		6			
	%		5.5		4.1	90.4		100	4.8	47.4	20.9	No	43.3	No					100		100	Yes	8.6	Yes
E7	#	1	7			3		11																
	%	9.1	63.6			27.3		100	12.1	13.8	8.3	No	13.8	No								Yes	0	Yes
E8	#		17			16		33																
	%		51.5			48.5		100	18.3	20.3	19.7	No	20.3	No								Yes	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 2003: 70.8 percent
 Level of Goal Attainment for 2004: 71.2 percent
 Level of Goal Attainment for 2005: 69.3 percent

Accident Fund, State

Agency Director: Harry B. Gregory, Jr.

EEO Officer: Gerald A. Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	7			3	1		11						1			1	1			3			
	%	63.6			27.3	9.1		100	4.3	24.3	4.2	4.3*	No	No	33.3			33.3	33.3			100	0*	Yes
E2	#	8	3	1	13	13	1	39						3							3			
	%	20.5	7.7	2.6	33.3	33.3	2.6	100	1.4	20.3	7.4	No	No	No	100							100	Yes	Yes
E3	#	2	3		2			7						2	1						3			
	%	28.6	42.9		28.6			100	6.9	22.1	6.2	No	No	6.2*	66.6	33.3						100	Yes	Yes
E5 and E6 Combined	#		1		11	11		23									1		1		2			
	%		4.3		47.8	47.8		100	5.0	52.6	17.0	0.7*	4.8	No			50.0		50.0		100	86.0*	90.9	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2005: 97.7 percent (This agency was exempted the previous year).

Technical & Comprehensive Education, State Board for

Agency Director: Dr. James L. Hudgins

EEO Officer: Kandy Peacock

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1	#	2					2				4.2	42.0	20.9	4.2*	42.0*	20.9*	1							1		
	%	100					100							100										0*	0*	0*
E2	#	31	5	1	13	7	57				6.2	33.6	8.9	No	10.8	No	6	1		2				9		
	%	54.4	8.8	1.8	22.8	12.3	100							No			66.7	11.1		22.2				100	Yes	67.9
E3 and E5	#	5	3		12	4	1	25						No	3.9*	No							1	1		
	%	20.0	12.0		48.0	16.0	4.0	100			2.7	51.9	13.2	No									100	100	Yes	92.5*
E6	#				2	1	1	4												1				1		
	%				50.0	25.0	25.0	100			7.3	54.6	15.5	7.3*	4.6*	No				100				100	0*	91.6*
E7	#	2	4				6																			
	%	33.3	66.7				100				10.2	2.0	1.1	No	2.0*	1.1*									Yes	0*
	#																									
	%																									
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2003: 94.3 percent
 Level of Goal Attainment for 2004: 95.1 percent
 Level of Goal Attainment for 2005: 94.7 percent

Aiken Technical College

Agency Director: Dr. Susan Winsor, President

EEO Officer: Tammy Moye

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05								% OF GOALS MET BASED ON ADJUSTED AVAILABILITY					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
T1 and T2	# 2			2			4				3.9	46.3	14.2	3.9*	No	14.2*									0*	Yes	0*
	% 50.0			50.0			100																				
T3 and T4	# 28	3	2	17	4	1	55				2.8	38.4	8.9	No	7.5	1.6*	1			5	1	1	8	Yes	80.5*	82.0*	
	% 50.9	5.5	3.6	30.9	7.3	1.8	100										12.5			62.5	12.5	12.5	100				
E2 and E3	# 9	2		20	6		37				7.3	30.7	12.7	1.9*	No	No	3			1	1		5	74.0	Yes	Yes	
	% 24.3	5.4		54.1	16.2		100										60.0			20.0	20.0		100				
E5 and E6	# 4	1		11	7		23				0.5	64.1	20.1	No	16.3	No	1						1	Yes	74.6	Yes	
	% 17.4	4.3		47.8	30.4		100										100						100				
E4, E7 and E8	# 4	2			1		7				17.9	10.6	7.2	No	10.6*	No								Yes	0*	Yes	
	% 57.1	28.6			14.3		100																				
	#																										
	%																										
	#																										
	%																										
	#																										
	%																										

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

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

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

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

Level of Goal Attainment for 2003: 95.5 percent
 Level of Goal Attainment for 2004: 98.4 percent
 Level of Goal Attainment for 2005: 92.6 percent

Central Carolina Technical College

Agency Director: Dr. Kay R. Raffield, President

EEO Officer: RONALDA STOVER

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3			3			6				4.1*	No	26.6	1			1			2	0*	Yes	0
	% 50.0			50.0			100	5.5	40.0	18.4				50.0			50.0			100			
T3 and T4	# 38	3		47	4		92				0.9	No	4.1	5			8			13	78.6	Yes	51.2
	% 41.3	3.3		51.1	4.3		100	4.2	31.5	8.4				38.5			61.5			100			
T5 and E2	# 4	2	1	15	8		31				0.3*	No	No	1			7	2	1	11	95.6*	Yes	Yes
	% 12.9	6.5	3.2	48.4	25.8		100	6.8	32.9	18.5				9.1			63.6	18.2	9.1	100			
E3, E4 and E5	# 3	1		16	2	1	23				1.7*	No	0.5*				2		1	3	71.7*	Yes	94.6*
	% 13.0	4.3		69.6	8.7	4.3	100	6.0	45.7	9.2							66.7		33.3	100			
E6	# 1			16	6		23				3.8*	No	No				6	1		7	0*	Yes	Yes
	% 4.3			69.6	26.1		100	3.8	54.5	26.1							85.7	14.3		100			
E7 and E8	# 3	3		1	3		10				No	No	No								Yes	Yes	Yes
	% 30.0	30.0		10.0	30.0		100	21.5	0.8	2.7													
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 98.9 percent
 Level of Goal Attainment for 2004: 99.7 percent
 Level of Goal Attainment for 2005: 87.0 percent

Denmark Technical College

Agency Director: Dr. Joann R. G. Boyd-Scotland, President

EEO Officer: Tonya M. Otts

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	2		1	3		6				No	21.7	No								Yes	43.5	Yes
	%	33.3		16.7	50.0		100	3.9	38.4	2.0													
T3 and T4	#	6	9	5		14	2	36			No	31.3	No	1		2		3	1	7	Yes	0	Yes
	%	16.7	25.0	13.9		38.9	5.6	100	4.2	31.3	6.3			14.3		28.6		42.9	14.3	100			
T5 and E2	#		6			17	1	24			No	38.1	No		3			9		11	Yes	0	Yes
	%		25.0			70.8	4.2	100	8.2	38.1	16.7				18.2			81.8		100			
E3, E5 and E6	#	2	1		1	22		26			No	63.5	No	1			1	7		9	Yes	5.6	Yes
	%	7.7	3.8		3.8	84.6		100	1.3	67.3	12.1			11.1			11.1	77.8		100			
E4, E7 and E8	#		6			6		12			No	18.4	No					3		3	Yes	0	Yes
	%		50.0			50.0		100	17.8	18.4	9.1							100		100			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 82.2 percent
 Level of Goal Attainment for 2004: 76.0 percent
 Level of Goal Attainment for 2005: 69.9 percent

Florence Darlington Technical College

Agency Director: Dr. Charles Gould, President

EEO Officer: Jeanne Deschenes

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	#	5	1		3									1						1			
	%	55.6	11.1		33.3						9.9	41.5	17.3	No	8.2*	17.3	100			100	Yes	80.2*	0
T3 and T4	#	45	3	4	47	8	3	110						5			4	1		10			
	%	40.9	2.7	3.6	42.7	7.3	2.7	100	3.9	31.4	5.2	1.2	No	No	50.0		40.0	10.0		100	69.2	Yes	Yes
E2	#	11	2		30	17	1	61						1			2	2	1	6			
	%	18.0	3.3		49.2	27.9	1.6	100	6.8	35.2	13.9	3.5	No	No	16.7		33.3	33.3	16.7	100	48.5	Yes	Yes
E5 and E6	#		2		19	14	1	36															
	%		5.6		52.8	38.9	2.8	100	0.5	72.9	13.7	No	20.1	No							Yes	72.4	Yes
E3, E7 and E8	#	10	8		3	1	1	23						2					1	3			
	%	43.5	34.8		13.0	4.3	4.3	100	19.6	16.4	19.0	No	3.4*	14.7	66.7				33.3	100	Yes	79.3*	22.6
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 93.4 percent
 Level of Goal Attainment for 2003 - 2004: 85.6 percent
 Level of Goal Attainment for 2004 - 2005: 78.1 percent

Greenville Technical College

Agency Director: Dr. Thomas E. Barton, Jr., President

EEO Officer: Helen M. Clarkson

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1, T1 and T2	#	14	1		10	2		27				No	No	No	4			1			5			
	%	51.9	3.7		37.0	7.4		100	3.0	36.4	4.3				80.0			20.0			100	Yes	Yes	Yes
T3 and T4	#	132	9	4	165	20	3	333				No	No	No	21	2		21	4		48			
	%	39.6	2.7	1.2	49.5	6.0	0.9	100	1.5	32.0	3.6				43.8	4.2		43.8	8.3		100	Yes	Yes	Yes
T5 and E2	#	31	9	1	78	28	2	149				No	No	No	6	2		12	6	2	28			
	%	20.8	6.0	0.7	52.3	18.8	1.3	100	4.2	47.7	8.8				21.4	7.1		42.9	21.4	7.1	100	Yes	Yes	Yes
E3, E4 and E5	#	24	2	2	51	15	3	97				1.8	No	No				4	2	1	7			
	%	24.7	2.1	2.1	52.6	15.5	3.1	100	3.9	47.7	7.1							57.1	28.6	14.3	100	53.8	Yes	Yes
E6	#		1	1	37	9		48									1	11	3		15			
	%		2.1	2.1	77.1	18.8		100	1.0	78.9	6.6	No	1.8*	No			6.7	73.3	20.0		100	Yes	97.7*	Yes
E7 and E8	#	31	5		7	5		48							3						3			
	%	64.6	10.4		14.6	10.4		100	8.6	14.3	5.2	No	No	No	100						100	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 2003: 89.1 percent
 Level of Goal Attainment for 2004: 94.7 percent
 Level of Goal Attainment for 2005: 97.3 percent

Horry-Georgetown Technical College

Agency Director: H. Neyle Wilson, President

EEO Officer: Judy Hardee

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	4	1		2			7						1	1					2			
	%	57.1	14.3		28.6			100	10.9	42.3	14.3	No	13.7*	14.3	50.0	50.0				100	Yes	67.6*	0
T3 and T4	#	52	6	1	60	6	5	130						3	1	1	9	1	1	16			
	%	40.0	4.6	0.8	46.2	4.6	3.8	100	1.6	36.7	2.2	No	No	No	18.8	6.3	6.3	56.3	6.3	6.3	100	Yes	Yes
T5 and E2	#	9	5		18	6		38									3			3			
	%	23.7	13.2		47.4	15.8		100	6.7	42.0	11.1	No	No	No				100			100	Yes	Yes
E3 and E5	#	11	1		23	8		43						1			2	1		4			
	%	25.6	2.3		53.5	18.6		100	1.1	46.7	6.4	No	No	No	25.0			50.0	25.0		100	Yes	Yes
E6	#		1		22	6		29										1		1			
	%		3.4		75.9	20.7		100	1.0	65.0	6.2	No	No	No				100		100	Yes	Yes	Yes
E7 and E8	#	21	5		14	1		41						5			2			7			
	%	51.2	12.2		34.1	2.4		100	19.7	11.6	8.3	7.5	No	5.9	71.4			28.6		100	61.9	Yes	28.9
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 89.3 percent
 Level of Goal Attainment for 2004: 89.7 percent
 Level of Goal Attainment for 2005: 86.6 percent

Midlands Technical College (Page 1 of 2)

Agency Director: Barry Russell, President
EEO Officer: Ronald L. Rhames

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1 and T2	#	4	2		4	1		11						1						1				
	%	36.4	18.2		36.4	9.1		100	5.9	41.2	15.1	No	4.8*	6.0*	100					100	Yes	88.3*	60.3*	
T3 and T4	#	93	7	2	107	19	4	232						3			13	1		17				
	%	40.1	3.0	0.9	46.1	8.2	1.7	100	4.1	32.6	6.4	1.1	No	No	17.6			76.5	5.9	100	73.2	Yes	Yes	Yes
T5 and E2	#	27	10		58	39	1	135							1		2	4		7				
	%	20.0	7.4		43.0	28.9	0.7	100	6.9	36.2	14.2	No	No	No		14.3		28.6	57.1	100	Yes	Yes	Yes	Yes
E3	#	22	8		18	6	1	55						3	1		2			6				
	%	40.0	14.5		32.7	10.9	1.8	100	5.2	31.5	7.9	No	No	No	50.0	16.7		33.3		100	Yes	Yes	Yes	Yes
E4 and E5	#	3	5		24	12	1	45						1			2	2		5				
	%	6.7	11.1		53.3	27.7	2.2	100	4.0	53.9	10.3	No	0.6*	No	20.0			40.0	40.0	100	Yes	98.9*	Yes	Yes
E6	#	1	2		39	22	3	67						1			1	1		3				
	%	1.5	3.0		58.2	32.8	4.5	100	0.7	73.1	11.9	No	14.9	No	33.3			33.3	33.3	100	Yes	79.6	Yes	Yes
E7	#	12	4		2			18						1						1				
	%	66.7	22.2		11.1			100	14.0	3.9	4.5	No	No	4.5*	100					100	Yes	Yes	0*	

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

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

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

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

Midlands Technical College (Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E8	#	9	5		3	2		19				No	2.3*	No				1			1			
	%	47.4	26.3		15.8	10.5		100	17.9	18.1	10.2							100			100	Yes	87.3*	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 96.7 percent
Level of Goal Attainment for 2003 - 2004: 97.4 percent
Level of Goal Attainment for 2004 - 2005: 95.1 percent

Northeastern Technical College

Agency Director: Dr. James C. Williamson, President

EEO Officer: Sharon S. Thurman

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1 and E1	# 2			4			6				7.0	33.7	5.6									0*	Yes	0*
	% 33.3			66.7			100																	
T3 and T4	# 13			17	1		31				3.0	44.1	28.8				4			4		0*	Yes	11.8
	% 41.9			54.8	3.4		100										100			100				
T5, E2	# 7	2		13	7		29							3	1			1		5				
E3 and E5	% 24.1	6.9		44.8	24.1		100				6.2	41.7	14.3	No	No	No	60.0	20.0		20.0	100	Yes	Yes	Yes
E6	#	1		9	1		11										1	1		2				
	%	9.1		81.8	9.1		100				0.5	74.4	12.2	No	No	No				50.0	50.0	Yes	Yes	74.6
E7 and E8	# 4	1			4		9								1					1				
	% 44.4	11.1			44.4		100				40.0	3.7	11.8	28.9	3.7*	No	100			100	27.8	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 2003: 90.0 percent
 Level of Goal Attainment for 2004: 85.8 percent
 Level of Goal Attainment for 2005: 83.1 percent

Orangeburg-Calhoun Technical College

Agency Director: Dr. Anne S. Crook, President
EEO Officer: Tyrone Russell

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	1		6			7				No	No	30.5								Yes	Yes	0
	%	14.3		85.7			100	13.1	33.6	30.5													
T3 and T4	#	23	4	1	41	14	83				19.0	No	7.2	2			4			6	20.2	Yes	70.1
	%	27.7	4.8	1.2	49.4	16.9	100	23.8	22.1	24.1				33.3			66.7			100			
T5 and E2	#	7	3		14	3	27				12.1	No	20.2	2			2			4	47.8	Yes	35.5
	%	25.9	11.1		51.9	11.1	100	23.2	26.8	31.3				50.0			50.0			100			
E3, E4 and E5	#	3	5		13	6	27				No	No	No				2			2	Yes	Yes	Yes
	%	11.1	18.5		48.1	22.2	100	10.8	32.9	15.2							100			100			
E6	#			12	4		16				2.0*	No	2.4*				1			1	0*	Yes	91.2
	%			75.0	25.0		100	2.0	57.6	27.4							100			100			
E7 and E8	#	7	9		2	4	22				No	No	1.6*	1	2					3	Yes	Yes	91.9*
	%	31.8	40.9		9.1	18.2	100	31.3	7.0	19.8				33.3	66.7					100			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 86.9 percent
Level of Goal Attainment for 2003 - 2004: 86.9 percent
Level of Goal Attainment for 2004 - 2005: 79.8 percent

Piedmont Technical College

Agency Director: Lex D. Walters, President

EEO Officer: James R. Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 2			2			4							1						1			
	% 50			50			100	3.1	39.8	6.2	3.1*	No	6.2*	100						100	0*	Yes	0*
T3 and T4	# 40	6	3	57	4	1	111							1			10			11			
	% 36	5.4	2.7	51.4	3.6	.9	100	1.4	27.8	6.0	No	No	2.4	9.1			90.9			100	Yes	Yes	60.0
T5 and E2	# 17	3		42	15		77							2			11	6		19			
	% 22.1	3.9		54.5	19.5		100	3.3	36.6	16.6	No	No	No	10.5			57.9	31.6		100	Yes	Yes	Yes
E3, E4 and E5	# 15	1		19	3		38							2			1			3			
	% 39.5	2.6		50	7.9		100	2.1	46.6	6.4	No	No	No	66.7			33.3			100	Yes	Yes	Yes
E6	# 1	1		19	11		32							1			1			2			
	% 3.1	3.1		59.4	34.4		100	1.0	77.6	8.5	No	18.2	No	50			50			100	Yes	76.5	Yes
E7	# 7	2		1	1		11							1						1			
	% 63.6	18.2		9.1	9.1		100	32.3	2.3	0.5	14.1	No	No	100						100	56.3	Yes	Yes
E8	# 1	3			1		5																
	% 20	60			20		100	19.3	17.9	10.3	No	17.9*	No								Yes	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 2003: 96.1 percent
 Level of Goal Attainment for 2004: 96.9 percent
 Level of Goal Attainment for 2005: 94.0 percent

Spartanburg Technical College

Agency Director: Dr. Dan L. Terhune, President

EEO Officer: Regina Eaker

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	4	1		3									1						1			
	%	50.0	12.5		37.5						5	42.2	9.1	No	4.7*	9.1*				100	Yes	88.9*	0*
T3 and T4	#	43	3	2	48	8	3	107						5			4		9				
	%	40.2	2.8	1.9	44.9	7.5	2.8	100	2.4	32.1	4.6	No	No	No	55.6		44.4		100	Yes	Yes	Yes	
T5 and E2	#	16	3		33	11		63						1	1		6	3	11				
	%	25.4	4.8		52.4	17.5		100	2.9	34.8	10.6	No	No	No	9.1	9.1	54.5	27.3	100	Yes	Yes	Yes	
E3, E5 and E6	#	5	2		44	18	1	70						2			6	2	11				
	%	7.1	2.9		62.9	25.7	1.4	100	3.1	63.3	7.0	0.2*	0.4*	No	18.2		54.5	18.2	9.1	100	93.5*	99.4*	Yes
E4, E7 and E8	#	12	1		1	1		15						2					2				
	%	80.0	6.7		6.7	6.7		100	11.6	12.6	3.6	4.9*	5.9*	No	100				100	57.8*	53.2*	Yes	
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 96.3 percent
 Level of Goal Attainment for 2003 - 2004: 93.1 percent
 Level of Goal Attainment for 2004 - 2005: 92.3 percent

Technical College of the Low Country

Agency Director: Dr. Anne S. McNutt, President

EEO Officer: Machonne Morrison

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1 and E1	#	2	3		5		10																	
	%	20.0	30.0		50.0		100	3.7	31.7	10.4	No	No	10.4		2					2	Yes	Yes	0	
T3 and T4	#	13	7	2	24	4	50							3	1			1	5					
	%	26.0	14.0	4.0	48.0	8.0	100	4.3	38.5	3.0	No	No	No	60.0	20.0			20.0	100	Yes	Yes	Yes		
T5 and E2	#	5			16	7	28							1			4	1	6					
	%	17.9			57.1	25.0	100	8.1	39.3	15.6	8.1	No	No	16.7			66.7	16.7	100	0	Yes	Yes		
E3 and E5	#	3	1		8	5	18										1	2	4					
	%	16.7	5.6		44.4	27.8	100	2.7	49.6	15.3	No	5.2*	No				25.0	50.0	100	Yes	89.5*	Yes		
E6	#	1			6	10	17										1	3	4					
	%	5.9			35.3	58.8	100	1.0	70.5	13.0	1.0*	35.2	No				25.0	75.0	100	0*	50.1	Yes		
E4, E7 and E8	#	7	6		2		15							2					2					
	%	46.7	40.0		13.3		100	24.0	9.0	14.6	No	No	14.6	100					100	Yes	Yes	0		
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2004 - 2005: 78.8 percent (This agency was exempted the previous year).

Tri-County Technical College

Agency Director: Dr. Ronnie L. Booth, President

EEO Officer: Sharon Colcolough

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
T1 and T2	#	5	1		2			8																	
	%	62.5	12.5		25.0			100	3.8	42.5	3.1	No	17.5	3.1*								Yes	58.8	0*	
T3	#	17	2		19	3		41																	
	%	41.5	4.9		46.3	7.3		100	1.1	31.0	2.4	No	No	No								Yes	Yes	Yes	
T4	#	28	1	1	29	1	1	61									2			8					
	%	45.9	1.6	1.6	47.5	1.6	1.6	100	1.1	31.2	2.4	No	No	0.8*			25.0			100	Yes	Yes	66.7*		
T5 and E2	#	21	3		37	12		73									4	1		9					
	%	28.8	4.1		50.7	16.4		100	2.6	44.2	6.5	No	No	No			33.3	11.1		44.4	11.1		100	Yes	Yes
E3 and E5	#	7	1		23	1	1	33									6		1	9					
	%	21.2	3.0		69.7	3.0	3.0	100	3.2	41.6	6.0	0.2	No	3.0*			22.2			66.7		11.1	100	93.8	Yes
E6	#	1			38	8	1	48									6	3		9					
	%	2.1			79.2	16.7	2.1	100	0.3	80.7	4.7	0.3	1.5*	No						66.7	33.3		100	0*	98.5*
E4, E7 and E8	#	8	2		3	1		14									1			3					
	%	57.1	14.3		21.4	7.1		100	20.5	5.3	1.4	6.2*	No	No			66.7			33.3			100	69.8*	Yes

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 96.9 percent
 Level of Goal Attainment for 2003 - 2004: 93.6 percent
 Level of Goal Attainment for 2004 - 2005: 91.5 percent

Trident Technical College

Agency Director: Dr. Mary Thornley, President

EEO Officer: Christine Martino-Lambert

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1, T1 and T2	#	4			9	2		15						1			1			2			
	%	26.7			60.0	13.3		100	4.6	42.5	12.1	4.6*	No	No	50.0			50.0		100	0*	Yes	Yes
T3 and T4	#	113	6	2	134	17	2	274						6	2		18	1		27			
	%	41.2	2.2	0.7	48.9	6.2	0.7	100	3.2	34.9	5.2	1.0	No	No	22.2	7.4		66.7	3.7	100	68.8	Yes	Yes
T5 and E2	#	29	12	1	63	26	1	132						4	4		12	4	1	25			
	%	22.0	9.1	0.8	47.7	19.7	0.8	100	6.9	39.2	12.7	No	No	No	16.0	16.0		48.0	16.0	4.0	100	Yes	Yes
E3 and E5	#	22	5	2	41	19	1	90						7	1		6	1		15			
	%	24.4	5.6	2.2	45.6	21.1	1.1	100	2.3	43.0	10.2	No	No	No	46.7	6.7		40	6.7	100	Yes	Yes	Yes
E4	#	11	7		1	1		20						5	3			1		9			
	%	55.0	35.0		5.0	5.0		100	8.6	38.7	2.0	No	33.7	No	55.6	33.3			11.1	100	Yes	12.9	Yes
E6	#	1	1		16	21		39									3	2		5			
	%	2.6	2.6		41.0	53.8		100	0.9	68.7	15.5	No	27.7	No			60.0	40.0		100	Yes	59.7	Yes
E7 and E8	#	19	5		7	1	1	33						5		1	1			7			
	%	57.6	15.2		21.2	3.0	3.0	100	15.5	11.1	10.6	0.3*	No	7.6	71.4		14.3	14.3		100	98.1*	Yes	28.3

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 94.4 percent

Level of Goal Attainment for 2003 - 2004: 91.8 percent

Level of Goal Attainment for 2004 - 2005: 88.4 percent

Williamsburg Technical College

Agency Director: Dr. Cleve H. Cox, President

EEO Officer: Barbara Kennedy

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1, T1 and T2	#	3			1	2		6																	
	%	50.0			16.7	33.3		100	16.3	20.6	25.9	16.3*	3.9*	No								0*	81.1*	Yes	
T3 and T4	#	5			8	2		15									1								
	%	33.3			53.3	13.3		100	26.3	25.1	18.9	26.3	No	5.6*			100					0	Yes	70.4*	
E2	#		2		1	7		10							1										
	%		20.0		10.0	70.0		100	15.1	25.4	29.0	No	15.4	No		33.3						66.7	100	Yes	39.4
E3 and E5	#	1	2		3	7		13																	
	%	7.7	15.4		23.1	53.8		100	8.5	39.3	26.3	No	16.2	No										Yes	58.8
E6	#				7	2		9																	
	%				77.7	22.2		100	2.1	58.3	19.2	2.1*	No	No										0*	Yes
E7 and E8	#	1	6					7							1										
	%	14.3	85.7					100	51.6	4.2	17.3	No	4.2*	17.3		100								Yes	0*
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2005: 76.6 percent (This agency was exempted the previous year).

York Technical College

Agency Director: Dennis Merrill, President

EEO Officer: Edwina Roseboro-Barnes

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY						
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E1, T1 and T2	#	5			5	1		11																			
	%	45.5			45.5	9.0		100	1.9	28.9	9.6	1.9*	No	0.6*											0*	Yes	94.0*
T3 and T4	#	41	5	4	56	5	1	112						3	1		5	1		10							
	%	36.6	4.5	3.5	50.0	4.5	0.9	100	5.1	42.7	9.1	0.6*	No	4.6	30.0	10.0		50.0	10.0	100	88.2*	Yes			49.5		
E2 and T5	#	12	4		36	15	1	68							1		2	4		7							
	%	17.6	5.9		52.9	22.1	1.5	100	5.2	45.2	16.9	No	No	No		14.3		28.6	57.1	100	Yes	Yes			Yes		
E3 and E5	#	5			20	6		31						1			1	1		3							
	%	16.1			64.5	19.4		100	2.5	51.2	10.9	2.5*	No	No	33.3			33.3	33.3	100	0*	Yes			Yes		
E6	#				12	12	2	26									1	1		2							
	%				46.2	46.2	7.7	100	0	70.0	15.8	0*	23.8	No				50.0	50.0	100	0*	66.0			Yes		
E4, E7 and E8	#	20	5		7	5		37						2	1			1		4							
	%	54.1	13.5		18.9	13.5		100	17.0	14.1	11.2	3.5	No	No	50.0	25.0			25.0	100	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 2002 - 2003: 96.4 percent
 Level of Goal Attainment for 2003 - 2004: 95.2 percent
 Level of Goal Attainment for 2004 - 2005: 91.8 percent

Transportation, Department of

Agency Director: Elizabeth S. Mabry

EEO Officer: Cynthia Johnson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY							
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF					
E1	#	16		1			17				7.6	15.2	4.3	7.6	9.3	4.3*	1						1	0	38.8	0*		
	%	94.1		5.9			100							100														
E2	#	108	20	5	142	73	2	350				7.1	20.9	5.8	1.4	No	No	12	4		17	10	1	44	80.3	Yes	Yes	
	%	30.8	5.7	1.4	40.6	20.9	6.0	100											27.3	9.1		38.6	22.7	2.3	100			
E2 Engineers	#	598	73	14	63	16	6	770				7.4	5.5	0.6	No	No	No	64	6		15	4	1	90	Yes	Yes	Yes	
	%	77.6	9.5	1.8	8.2	2.1	0.8	100											7.1	6.7		16.7	4.4	1.1	100			
E3, E4, E5 Non-Engineers	#	95	17	4	82	36	2	236				8.7	23.0	5.9	1.5	No	No	14	1		9	7		31	82.8	Yes	Yes	
	%	40.3	7.2	1.7	34.7	15.3	0.8	100											45.2	3.2		29.0	22.6		100			
E3 and E5	#	345	69	8	65	13		500				6.5	26.0	4.3	No	13.0	1.7	50	19	3	5	2		79	Yes	50.0	60.5	
	%	69.0	13.8	1.6	13.0	2.6		100											63.3	24.1	3.8	6.3	2.5		100			
E6	#	4		1	95	66	1	167				1.2	65.3	19.2	1.2	8.4	No	1	1		13	6		21	0	87.1	Yes	
	%	2.4		0.6	56.9	39.5	0.6	100											4.8	4.8		61.9	28.5		100			
E7	#	1354	1119	31	107	162	1	2774				30.8	3.0	2.0	No	No	No	292	264	8	26	33	1	624	Yes	Yes	Yes	
	%	48.8	40.3	1.1	3.9	5.8	0.1	100											46.7	42.3	1.3	4.2	5.3	0.2	100			
E8	#	46	28		54	27	2	157				18.7	22.4	10.5	0.9	No	No	7	5		6	2	1	21	95.2	Yes	Yes	
	%	29.3	17.8		34.4	17.2	1.3	100											33.3	23.8		28.6	9.5	4.8	100			
	#																											
	%																											

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

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

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

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

Level of Goal Attainment for 2003: 85.0 percent
 Level of Goal Attainment for 2004: 84.5 percent
 Level of Goal Attainment for 2005: 82.4 percent

Treasurer's Office, State

Agency Director: Grady L. Patterson, Jr.

EEO Officer: Georgette P. Rivers

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			6	1	1	15				2.1*	No	No								0*	Yes	Yes
	% 46.6			40.0	6.7	6.7	100	2.1	36.3	6.3													
E2	# 4	3		15	7		29				No	No	No	1	1		2	1		5	Yes	Yes	Yes
	% 13.8	10.3		51.7	24.1		100	4.5	45.0	13.4				20.0	20.0		40.0	20.0		100			
E3	# 2			1	2		5				5.9*	No	No	1						1	0*	Yes	Yes
	% 40.0			20.0	40.0		100	5.9	17.1	5.6				100						100			
E5	# 1	1		4	1		7				No	No	0.5*								Yes	Yes	96.6*
	% 14.3	14.3		57.1	14.3		100	6.6	42.9	14.8													
E6	# 1	1		1	3		6				No	21.1	No					2		2	Yes	44.2	Yes
	% 16.7	16.6		16.7	50.0		100	3.0	37.8	15.9								100		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 87.2 percent
 Level of Goal Attainment for 2004: 86.8 percent
 Level of Goal Attainment for 2005: 95.4 percent

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Agency Director: Dr. Andrew A. Sorensen, President

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	13	1		2		16							1						1				
	%	81.3	6.3		12.5		100	3.4	41.0	6.9	No	28.5	6.9	100						100	Yes	30.5	0	
C2	#	108	7	6	45	2	1	169							4	1	1	6		1	13			
	%	63.9	4.1	3.6	26.6	1.2	0.6	100	2.6	37.4	4.3	No	10.8	3.1	30.8	7.7	7.7	46.2		7.7	100	Yes	71.1	27.9
C3	#	356	9	26	91	5	3	490							11	1	4	3			19			
	%	72.7	1.8	5.3	18.6	1.0	0.6	100	2.5	42.1	4.6	0.7	23.5	3.6	57.9	5.3	21.1	15.8			100	72.0	44.2	21.7
C4	#	245	5	28	145	10	7	440							23		5	11	2	1	42			
	%	55.7	1.1	6.4	33.0	2.3	1.6	100	2.5	40.8	4.6	1.4	7.8	2.3	54.8		11.9	26.2	4.8	2.4	100	44.0	80.9	50.0
C5	#	172	17	36	153	17	17	412							37	2	3	39	2	4	87			
	%	41.7	4.1	8.7	37.1	4.1	4.1	100	2.5	41.9	4.7	No	4.8	0.6	42.5	2.3	3.4	44.8	2.3	4.6	100	Yes	89.3	87.2
C6	#	80	2	5	106	10	9	212							16		1	23	2	3	45			
	%	37.7	0.9	2.4	50.0	4.7	4.2	100	2.6	41.8	4.4	1.7	No	No	35.6		2.2	51.1	4.4	6.7	100	34.6	Yes	Yes
C7	#	22	2		19	1		44							2			4			6			
	%	50.0	4.5		43.2	2.3		100	2.7	43.1	4.8	No	No	2.5	33.3			66.7			100	Yes	Yes	47.9
C8 - 25	#	9	1		3			13							2						2			
	%	69.2	7.7		23.1			100	2.9	24.8	2.8	No	1.7*	2.8*	100						100	Yes	93.1*	0*
C8 - 26	#	25	1		49		2	77							5			2		1	8			
	%	32.5	1.3		63.6		2.6	100	1.0	64.3	4.7	No	0.7	4.7	62.5			25.0		12.5	100	Yes	98.9	0

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

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1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C8 - 29	#	120	6	21	128	5	12	292						20		5	24	2	3	54			
	%	41.1	2.1	7.2	43.8	1.7	4.1	100	1.4	63.0	5.6	No	19.2	3.9	37.0		9.3	44.4	3.7	5.6	100	Yes	69.5
C9 - 27	#	72	19	2	26	6		125						17	8		8	2		35			
	%	57.6	15.2	1.6	20.8	4.8		100	5.7	24.8	1.5	No	4.0	No	48.6	22.9		22.9	5.7		100	Yes	83.9
C9 - 30	#	49	2	5	41	1	6	104						13	1	4	16	1	1	36			
	%	47.1	1.9	4.8	39.4	1.0	5.8	100	2.9	48.6	5.0	1.0	9.2	4.0	36.1	2.8	11.1	44.4	2.8	2.8	100	65.5	81.1
E2-2	#	108	5	1	79	8	1	202						9			11	2		22			
	%	53.5	2.5	0.5	39.1	4.0	0.5	100	5.5	30.2	7.3	3.0	No	3.3	40.9			50.0	9.1		100	45.5	Yes
E2-3	#	170	19	8	219	45	1	462						27	4	4	36	8		79			
	%	36.8	4.1	1.7	47.4	9.7	0.2	100	6.6	35.1	9.3	2.5	No	No	34.2	5.1	5.1	45.6	10.1		100	62.1	Yes
E2-4	#	33	1	1	32	9		76						6			4	1		11			
	%	43.4	1.3	1.3	42.1	11.8		100	7.3	31.3	13.0	6.0	No	1.2*	54.5			36.4	9.1		100	17.8	Yes
E2-5	#	27	4		187	35	5	258						3			25	2	2	32			
	%	10.5	1.6		72.5	13.6	1.9	100	5.9	51.8	11.3	4.3	No	No	9.4			78.1	6.3	6.3	100	27.1	Yes
E2-6	#	65	17	4	238	55	4	383						12	4	1	48	6	2	73			
	%	17.0	4.4	1.0	62.1	14.4	1.0	100	12.0	37.1	24.8	7.6	No	10.4	16.4	5.5	1.4	65.8	8.2	2.7	100	36.7	Yes
E3-7	#	77	13	6	27	8	5	136						11	2	1	2	1	1	18			
	%	56.6	9.6	4.4	19.9	5.9	3.7	100	6.8	23.2	11.2	No	3.3	5.3	61.1	11.1	5.6	11.1	5.6	5.6	100	Yes	85.8

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

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

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1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3-8	#	57	12	1	82	25	2	179					4	2		10	8		24				
	%	31.8	6.7	0.6	45.8	14.0	1.1	100	7.8	28.2	11.2	1.1	No	No	16.7	8.3		41.7	33.3		100	85.9	Yes
E3-9	#	6	3		24	8		41									5		5				
	%	14.6	7.3		58.5	19.5		100	7.7	29.2	32.3	0.4*	No	12.8			100		100		94.8*	Yes	60.4
E4	#	34	20		7	3		64					8	5		3	1		17				
	%	53.1	31.3		10.9	4.7		100	22.4	9.2	4.0	No	No	No	47.1	29.4		17.6	5.9		100	Yes	Yes
E5-11	#	23	6		283	95	3	410					3	2		50	13		68				
	%	5.6	1.5		69.0	23.2	0.7	100	3.5	55.2	16.1	2.0	No	No	4.4	2.9		73.5	19.1		100	42.9	Yes
E5-12	#	20	3	1	73	27	5	129					3			11	6		20				
	%	15.5	2.3	0.8	56.6	20.9	3.9	100	1.6	58.3	14.8	No	1.7	No	15.0			55.0	30.0		100	Yes	97.1
E6-13	#	9	3		2		1	15					2	3					6				
	%	60.0	20.0		13.3		6.7	100	7.3	51.7	12.1	No	38.4	12.1	33.3	50.0			16.7	100	Yes	25.7	0
E6-14	#	2	1		5	6		14					1				2		3				
	%	14.3	7.1		35.7	42.9		100	3.9	39.5	31.9	No	3.8*	No	33.3			66.7		100	Yes	90.4*	Yes
E6-15	#	11	7	1	170	91	3	283					3	3		37	21	2	66				
	%	3.9	2.5	0.4	60.1	32.2	1.1	100	2.1	61.9	16.6	No	1.8	No	4.5	4.5		56.1	31.8	3.0	100	Yes	97.1
E6-16	#	1			3	3		7															
	%	14.3			42.9	42.9		100	5.4	48.1	17.0	5.4*	5.2*	No							0*	89.2*	Yes

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

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

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

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

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1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7 - 17	# 36	11	1	2			50				No	5.2	6.3	5						5	Yes	43.5	0
	% 72.0	22.0	2.0	4.0			100	18.0	9.2	6.3				100						100			
E7 - 18	# 114	53	1	7			175				No	1.9	7.7	8	10		1			18	Yes	67.8	0
	% 65.1	30.3	0.6	4.0			100	16.8	5.9	7.7				42.1	52.6		5.3			100			
E8 - 19	# 24	11		3	7		45				No	8.9	2.5	7	3		1			11	Yes	42.9	86.2
	% 53.3	24.4		6.7	15.6		100	23.9	15.6	18.1				63.6	27.3		9.1			100			
E8 - 20	# 25	40	3	7	11		86				No	3.7	4.5	4	5			1		10	Yes	68.6	74.0
	% 29.1	46.5	3.5	8.1	12.8		100	26.0	11.8	17.3				40.0	50.0			10.0		100			
E8 - 21	# 3	46	1	1	100		151				No	8.4	No	1	12			15		28	Yes	7.7	Yes
	% 2.0	30.5	0.7	0.7	66.2		100	29.6	9.1	26.5				3.6	42.9			53.6		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 82.4 percent
 Level of Goal Attainment for 2004: 80.9 percent
 Level of Goal Attainment for 2005: 75.0 percent

University of South Carolina - Aiken (Page 1 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	#	11		2	4			17						1		1				2			
	%	64.7		11.8	23.5			100	2.0	33.2	2.8	2.0*	9.7	2.8*	50		50			100	0*	70.8	0*
C3	#	15	1		10			26															
	%	57.7	3.8		38.5			100	2.0	35.4	2.4	No	No	2.4*							Yes	Yes	0*
C4	#	19		2	15	2	1	39									1			1			
	%	48.7		5.1	38.5	5.1	2.6	100	2.6	38.4	3.3	2.6	No	No			100			100	0	Yes	Yes
C5	#	15	2	4	18	3	3	45						1			5			6			
	%	33.3	4.4	8.9	40.0	6.7	6.7	100	2.0	36.2	3.1	No	No	No	16.7		83.3			100	Yes	Yes	Yes
C6	#	10			13	4		27						1			1			2			
	%	37.0			48.1	14.8		100	1.4	39.9	4.4	1.4*	No	No	50		50			100	0*	Yes	Yes
C8 and C9	#	13	2		5			20						2	1		4			7			
	%	65.0	10.0		25.0			100	5.5	24.7	1.3	No	No	1.3*	28.6	14.3	57.1			100	Yes	Yes	0*
E2	#	17	2		44	6		69						3			8	1		12			
	%	24.6	2.9		63.8	8.7		100	4.2	49.3	10.9	1.3*	No	2.2	25.0		66.7	8.3		100	69.0*	Yes	79.8
E3 and E4	#	9	5		2			16						1	1		1			3			
	%	56.3	31.3		12.5			100	9.5	28.3	5.5	No	15.8	5.5*	33.3	33.3	33.3			100	Yes	44.2	0*
E5	#	2			31	4		37									2			2			
	%	5.4			83.8	10.8		100	2.5	59.8	14.3	2.5*	No	3.5			100			100	0*	Yes	75.5

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.

University of South Carolina - Aiken (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6	#	1		7	2		10										3			3			
	%	10.0		70.0	20.0		100	15.0	48.4	10.7	5.0*	No	No				100			100	66.7*	Yes	Yes
E7	#	9	1		1		11										2			2			
	%	81.8	9.1		9.1		100	13.5	7.0	5.0	4.4*	No	5.0*	100						100	67.4*	Yes	0*
E8	#	1	10	1			10													3			4
	%	4.5	45.5	4.5			45.5	24.0	10.4	18.8	No	10.4	No		25.0				75.0	100	Yes	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 2003: 85.3 percent
 Level of Goal Attainment for 2004: 85.0 percent
 Level of Goal Attainment for 2005: 84.8 percent

University of South Carolina - Beaufort (Page 1 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY						
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
C1 and C2	#	2	1	3			6				3.9	37.7	5.8	No	No	5.8*									Yes	Yes	0*
	%	33.3	16.7	50			100	3.9	37.7	5.8	No	No	5.8*								Yes	Yes	0*				
C3	#	4		3		1	8	2.5	29.0	1.9	2.5*	No	1.9*								0*	Yes	0				
	%	50		37.5		12.5	100	2.5	29.0	1.9	2.5*	No	1.9*								0*	Yes	0				
C4	#	11		1	2		14	1.9	33.9	2.0	1.9*	19.6	2.0*	2		1	1		4	0*	42.2	0*					
	%	78.6		7.1	14.3		100	1.9	33.9	2.0	1.9*	19.6	2.0*	50		25	25		100	0*	42.2	0*					
C5	#	3	1	1	3		1	1.8	37.8	2.5	No	4.5*	2.5*		1		1		1	3	Yes	88.1*	0*				
	%	33.3	11.1	11.1	33.3		11.1	1.8	37.8	2.5	No	4.5*	2.5*	33.3			33.3		33.3	100	Yes	88.1*	0*				
C6	#	7		4	1	1	13	1.2	27.9	0.9	1.2*	No	No	1			2		3	0*	Yes	Yes					
	%	53.8		30.8	7.7	7.7	100	1.2	27.9	0.9	1.2*	No	No	33.3			66.7		100	0*	Yes	Yes					
C8 and C9	#	3		5			8	1.5	61.8	5.8	1.5*	No	5.8*	1			1		2	0*	Yes	0*					
	%	37.5		62.5			100	1.5	61.8	5.8	1.5*	No	5.8*	50			50		100	0*	Yes	0*					
E2	#	6		13	5		24	1.8	46.4	6.1	1.8*	No	No	5			8	1	14	0*	Yes	Yes					
	%	25.0		54.2	20.8		100	1.8	46.4	6.1	1.8*	No	No	35.7			57.1	7.1	100	0*	Yes	Yes					
E3 and E5	#	1		5	2		8	0.4	56.7	16.4	0.4*	No	No				1	1	2	0*	Yes	Yes					
	%	12.5		62.5	25.0		100	0.4	56.7	16.4	0.4*	No	No				50.0	50.0	100	0*	Yes	Yes					
E6	#			2			2	0	60.8	21.0	0*	No	21.0*				2		2	0*	Yes	0*					
	%			100			100	0	60.8	21.0	0*	No	21.0*				100		100	0*	Yes	0*					

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

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

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

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

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1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7	#	2		1	1		4				No	No	No		1					1	Yes	Yes	Yes
	%	50.0		25.0	25.0		100	19.2	1.5	2.5					100					100			
E8	#	1	3				4				No	16.0*	16.8*		2					2	Yes	0*	0*
	%	25.0	75.0				100	34.7	16.0	16.8					100					100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003 - 2004: 94.0 percent
 Level of Goal Attainment for 2004 - 2005: 96.1 percent

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1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	11	1		1			13						1						1			
	%	84.6	7.7		7.7			100	3.3	41.4	7.1	No	33.7	7.1*	100						100	Yes	18.6
C2	#	80	2	3	30	1	1	117						3			4		1	8			
	%	68.4	1.7	2.6	25.6	0.9	0.9	100	2.6	37.2	4.3	0.9	11.6	3.4	37.5		50.0		12.5	100	65.4	68.8	20.9
C3	#	287	7	23	57	3	1	378						10		4	2			16			
	%	75.9	1.9	6.1	15.1	0.8	0.3	100	2.5	42.5	4.7	0.6	27.4	3.9	62.5	25.0	12.5			100	76.0	35.5	17.0
C4	#	186	4	22	105	7	6	330						19		3	7	2	1	32			
	%	56.4	1.2	6.7	31.8	2.1	1.8	100	2.5	40.8	4.7	1.3	9.0	2.6	59.4	9.4	21.9	6.3	3.1	100	48.0	77.9	44.7
C5	#	124	12	28	107	10	8	289						29	1	2	28	2	3	65			
	%	42.9	4.2	9.7	37.0	3.5	2.8	100	2.7	43.9	5.0	No	6.9	1.5	44.6	1.5	3.1	43.1	3.1	4.6	100	Yes	84.3
C6	#	41		3	52	1	6	103						11			11	1	1	24			
	%	39.8		2.9	50.5	1.0	5.8	100	2.9	42.1	4.4	2.9	No	3.4	45.8		45.8	4.2	4.2	100	0	Yes	22.7
C7	#	22	2		19	1		44						2			4			6			
	%	50.0	4.5		43.2	2.3		100	2.7	43.1	4.8	No	No	2.5	33.3		66.7			100	Yes	Yes	47.9
C8 - 25	#	9	1		3			13						2						2			
	%	69.2	7.7		23.1			100	2.9	24.8	2.8	No	1.7*	2.8*	100					100	Yes	93.1*	0*
C8 - 26	#	22	1		37		2	62						3			2		1	6			
	%	35.5	1.6		59.7		3.2	100	1.0	64.0	4.9	No	4.3	4.9	50.0		33.3		16.7	100	Yes	93.4	0

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.

University of South Carolina (Columbia) Page 2 of 3

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C8 - 29	117	6	21	128	5	12	289							18		5	24	2	3	52			
	40.5	2.1	7.3	44.3	1.7	4.2	100	2.7	44.7	5.0	0.6	0.3	3.3	34.6		9.6	46.2	3.8	5.8	100	77.8	99.1	34.0
C9 - 27	52	15	1	20	5		93							14	6		3	1		24			
	55.9	16.1	1.1	21.5	5.4		100	5.6	25.3	1.4	No	3.8	No	58.3	25.0		12.5	4.2		100	Yes	85.0	Yes
C9 - 30	44	2	5	36	1	6	94							12	1	4	15	1	1	34			
	46.8	2.1	5.3	38.3	1.1	6.4	100	3.1*	39.5	5.1	1.0	1.2	4.0	35.3	2.9	11.8	44.1	2.9	2.9	100	67.7*	97.0	21.6
E2 - 2	99	4	1	73	8	1	186							9			9	2		20			
	53.2	2.2	0.5	39.2	4.3	0.5	100	5.5	31.0	7.8	3.3	No	3.5	45.0			45.0	10.0		100	40.0	Yes	55.1
E2 - 3	143	19	8	188	40	1	399							21	4	4	29	7		65			
	35.8	4.8	2.0	47.1	10.0	0.3	100	7.3	34.6	10.0	2.5	No	No	32.3	6.2	6.2	44.6	10.8		100	65.8	Yes	Yes
E2 - 4	# 32		1	28	9		70							4			3	1		8			
	% 45.7		1.4	40.0	12.9		100	7.1	29.7	13.5	7.1	No	0.6*	50.0			37.5	12.5		100	0	Yes	95.6*
E2 - 5	# 26	4		156	30	5	221							3			19	1	2	25			
	% 11.8	1.8		70.6	13.6	2.3	100	6.5	50.5	11.7	4.7	No	No	12.0			76.0	4.0	8.0	100	27.7	Yes	Yes
E2 - 6	# 44	14	3	177	39	3	280							5	3	1	37	3	1	50			
	% 15.7	5.0	1.1	63.2	13.9	1.1	100	14.3	34.2	27.1	9.3	No	13.2	10.0	6.0	2.0	74.0	6.0	2.0	100	35.0	Yes	51.3
E3 - 7	# 71	11	6	25	8	5	126							9	1	1	1	1	1	14			
	% 56.3	8.7	4.8	19.8	6.3	40.0	100	7.2	22.0	11.4	No	2.2	5.1	64.3	7.1	7.1	7.1	7.1	7.1	100	Yes	90.0	55.3

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.

University of South Carolina (Columbia) Page 3 of 3

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3 - 8	52	11	1	73	21	2	160							4	1		8	6		19			
	32.5	6.9	0.6	45.6	13.1	1.3	100	8.2	27.8	11.5	1.3	No	No	21.1	5.3		42.1	31.6		100	84.1	Yes	Yes
E3 - 9	6	3		23	8		40										5			5			
	15.0	7.5		57.5	20.0		100	7.7	29.2	32.3	0.2*	No	12.3				100			100	97.4*	Yes	61.9
E4	26	14		6	3		49							5	3		2	1		11			
	53.1	28.6		12.2	6.1		100	24.5	7.9	4.3	No	No	No	45.5	27.3		18.2	9.1		100	Yes	Yes	Yes
E5 - 11	19	5		223	89	3	339							2	2		40	12		56			
	5.6	1.5		65.8	26.3	0.9	100	3.6	54.3	16.8	2.1	No	No	3.6	3.6		71.4	21.4		100	41.7	Yes	Yes
E5 - 12	17	3	1	50	20	4	95							3			9	5		17			
	17.9	3.2	1.1	52.6	21.1	4.2	100	1.4	57.0	14.3	No	4.4	No	17.6			52.9	29.4		100	Yes	92.3	Yes
E6	# 22	10	1	139	90	4	266							5	6		29	23	3	66			
	% 8.3	3.8	0.4	52.3	33.8	1.5	100	2.8	59.2	18.2	No	6.9	No	7.6	9.1		43.9	34.8	4.5	100	Yes	88.3	Yes
E7 - 17	# 28	11	1	2			42							3						3			
	% 66.7	26.2	2.4	4.8			100	18.3	9.3	6.2	No	4.5	6.2	100						100	Yes	51.6	0
E7 - 18	# 95	47	1	5			148							6	8		1			15			
	% 64.2	31.8	0.7	3.4			100	17.6	6.0	7.3	No	2.6	7.3	40.0	53.3		6.7			100	Yes	56.7	0
E8	# 36	75	1	4	100		216							11	16		1	12		40			
	% 16.7	34.7	0.5	1.9	46.3		100	29.3	9.6	24.9	No	7.7	No	27.5	40.0		2.5	30.0		100	Yes	19.8	Yes

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

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

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

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

Level of Goal Attainment for 2003: 80.0 percent
 Level of Goal Attainment for 2004: 79.7 percent
 Level of Goal Attainment for 2005: 73.1 percent

University of South Carolina (Regional Campuses) Page 1 of 2

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C2	5			2			7																	
	71.4			28.6			100	3.1	44.2	6.4	3.1*	15.6	6.4*								0*	64.7	0*	
C3	26		2	3			31																	
	83.9		6.5	9.7			100	2.8	46.5	5.5	2.8*	36.8	5.5								0*	20.9	0	
C4	15	1	1	10			27							1			1			2				
	55.6	3.7	3.7	37.0			100	2.3	41.0	5.5	No	4.0	5.5	50.0			50.0			100	Yes	90.2	0	
C5	10	1	1	6	1	3	22							3			2			5				
	45.5	4.5	4.5	27.3	4.5	13.6	100	2.0	41.5	4.0	No	14.2	No	60.0			40.0			100	Yes	65.8	Yes	
C6	9	1	1	5	1		17							1			2		1	4				
	52.9	5.9	5.9	29.4	5.9		100	2.8	46.7	5.3	No	17.3	No	25.0			50.0		25.0	100	Yes	63.0	Yes	
C8 and C9	#	5		5			10							2						2				
	%	50.0		50.0			100	2.2	55.2	3.6	2.2*	5.2*	3.6*	100						100	0*	90.5*	0*	
E2	#	14	3	29	6		52							2	1		3	1		7				
	%	26.9	5.8	55.8	11.5		100	6.8	32.2	17.9	1.0*	No	6.4	28.6	14.3		42.9	14.3		100	85.3*	Yes	64.2	
E3 and E5	#	4	1	23	4		32							2			4	2		8				
	%	12.5	3.1	71.9	12.5		100	1.9	55.0	18.5	No	No	6.0	25.0			50.0	25.0		100	Yes	Yes	67.6	
E6	#			16	3		19										2			2				
	%			84.2	15.8		100	1.0	60.4	15.5	1.0*	No	No				100			100	0*	Yes	Yes	

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

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

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

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

University of South Carolina (Regional Campuses) Page 2 of 2

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7	6	4		1			11				No	No	19.5	1	1					2	Yes	Yes	0
	54.5	36.4		9.1			100	17.9	2.9	19.5				50.0	50.0					100			
E8	4	8		1	7		20				No	17.0	No		3			1		4	Yes	22.7	Yes
	20.0	40.0		5.0	35.0		100	26.9	22.0	13.7				75.0				25.0		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 87.8 percent
 Level of Goal Attainment for 2004: 83.7 percent
 Level of Goal Attainment for 2005: 75.4 percent

University of South Carolina - Upstate (Page 1 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and C2	#	12	4	1	7	1		25																
	%	48.0	16.0	4.0	28.0	4.0		100	3.1	40.2	5.2	No	12.2	1.2*										
C3	#	24	1	1	18	2	1	47																
	%	51.1	2.1	2.1	38.3	4.3	2.1	100	2.6	48.1	5.1	0.5*	9.8	0.8*										
C4	#	14		2	13	1		30																
	%	46.7		6.7	43.3	3.3		100	2.8	46.2	5.4	2.8*	2.9*	2.1*										
C5	#	20	1	2	19	3	2	47																
	%	42.6	2.1	4.3	40.4	6.4	4.3	100	2.7	46.1	5.4	0.6*	5.7	No										
C6	#	13	1	1	32	3	2	52																
	%	25.0	1.9	1.9	61.5	5.8	3.8	100	3.0	43.9	5.4	1.1*	No	No										
C8 and C9	#	10	2	1	8	1		22																
	%	45.5	9.1	4.5	36.4	4.5		100	3.7	41.6	2.0	No	5.2	No										
E2	#	22		1	47	9	1	80																
	%	27.5		1.3	58.8	11.3	1.3	100	4.1	48.9	8.1	4.1	No	No										
E3	#	4	1		5	4		14																
	%	28.6	7.1		35.7	28.6		100	3.2	29.0	3.1	No	No	No										
E4	#	5	3		1			9																
	%	55.6	33.3		11.1			100	16.7	9.4	5.1	No	No	5.1*										

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

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

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

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

University of South Carolina - Upstate (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5	#	2			33	5	1	41									6			6			
	%	4.9			80.5	12.2	2.4	100	2.2	64.2	11.3	2.2*	No	No				100			100	0*	Yes
E6	#			18	5		24										3			4			
	%	4.2		75.0	20.8		100	1.8	67.4	10.0	1.8*	No	No	25.0			75.0			100	0*	Yes	Yes
E7	#	12	1				13							1	1					2			
	%	92.3	7.7				100	9.3	8.5	4.0	1.6*	8.5	4.0*	50.0	50.0					100	82.8*	0	0*
E8	#	11	4	2	6	1	24							1						1			
	%	45.8	16.7	8.3	25.0	4.2	100	17.8	20.4	13.5	1.1*	No	9.3	100						100	93.8*	Yes	31.1
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 92.8 percent
 Level of Goal Attainment for 2004: 87.3 percent
 Level of Goal Attainment for 2005: 84.4 percent

Vocational Rehabilitation, Department of

Agency Director: Larry C. Bryant

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	2		6	2		19							2			1			3			
	% 47.4	10.5		31.6	10.5		100	4.4	26.5	5.2	No	No	No	66.7			33.3			100	Yes	Yes	Yes
E2	# 217	41	1	257	112	9	637							25	5		37	21	4	92			
	% 34.1	6.4	0.2	40.3	17.6	1.4	100	9.7	39.1	21.2	3.3	No	3.6	27.2	5.4		40.2	22.8	4.3	100	66.0	Yes	83.0
E3	# 21	2		13	7		43							1	3		5	3		12			
	% 48.8	4.7		30.2	16.3		100	6.0	31.7	16.4	1.3*	1.5*	0.1*	8.3	25.0		41.7	25.0		100	78.3*	95.3*	99.4*
E5	# 14	11		129	36		190							5	1		4	4		14			
	% 7.4	5.8		67.9	18.9		100	2.5	58.6	14.6	No	No	No	35.7	7.1		28.6	28.6		100	Yes	Yes	Yes
E6	# 4	2		61	19	2	88										4		1	5			
	% 4.5	2.3		69.3	21.6	2.3	100	1.9	61.1	9.7	No	No	No				80.0		20.0	100	Yes	Yes	Yes
E7	# 23	6	2	8	6		45							1				1		2			
	% 51.1	13.3	4.4	17.8	13.3		100	13.1	2.8	1.6	No	No	No	50.0				50.0		100	Yes	Yes	Yes
E8	#	2		7	8		17																
	%	11.8		41.2	47.1		100	16.0	17.8	26.4	4.2*	No	No								73.8*	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 2003: 93.6 percent
 Level of Goal Attainment for 2004: 92.5 percent
 Level of Goal Attainment for 2005: 95.0 percent

Winthrop University (Page 1 of 2)

Agency Director: Dr. Anthony DiGiorgio, President

EEO Officer: Cheryl Southworth

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/05							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	#	28			23	2		53						2			1			3			
	%	52.8			43.4	3.8		100	1.9	42.6	5.3	1.9	No	1.5*	66.7			33.3		100	0	Yes	71.7*
C3	#	37	3	2	19			61						2		1	2			5			
	%	60.7	4.9	3.3	31.1			100	4.1	25.0	1.0	No	No	1.0	40		20	40		100	Yes	Yes	0*
C4	#	40	1	5	32	1	2	81						5			5			10			
	%	49.4	1.2	6.2	39.5	1.2	2.5	100	1.8	39.0	3.2	0.6*	No	2.0	50			50		100	66.7	Yes	37.5
C5	#	29	4	4	41	3	2	83						7	2		7	1	1	18			
	%	34.9	4.8	4.8	49.4	3.6	2.4	100	2.6	47.8	4.7	No	No	1.1*	38.9	11.1		38.9	5.6	5.6	100	Yes	Yes
C6 and C7	#	7			28	1	3	39						4			5	1	1	11			
	%	17.9			71.8	2.6	7.7	100	2.5	48.6	6.9	2.5*	No	4.3	36.4			45.5	9.1	9.1	100	0*	Yes
C8 and C9	#	23	3	1	24	3	2	56						5			3		1	9			
	%	41.1	5.4	1.8	42.9	5.4	3.6	100	4.5	33.6	3.1	No	No	No	55.6			33.3		11.1	100	Yes	Yes
E1	#	6			2			8															
	%	75			25			100	2.7	43.8	13.7	2.7*	18.8	13.7							0*	57.1	0
E2	#	27	4	2	66	17	2	118						4		1	11	4		20			
	%	22.9	3.4	1.7	55.9	14.4	1.7	100	4.0	43.9	12.1	0.6*	No	No	20		5	55	20	100	85.0*	Yes	Yes
E3	#	18	4		10	4		36						2			2			4			
	%	50	11.1		27.8	11.1		100	5.2	26.3	10.6	No	No	No	50			50		100	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.

Winthrop University (Page 2 of 2)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 10	2			2		14				1.1*	1.1*	No	1						1	92.9*	0*	Yes
	% 71.4	14.3			14.3		100	15.4	1.1	4.3				100						100			
E5	# 3	1		12	8		24	1.9	56.5	14.3	No	6.5	No	2	1			1		4	Yes	88.5	Yes
	% 12.5	4.2		50	33.3		100							50	25			25		100			
E6	#			71	20	1	92	5.8	59.6	12.0	5.8	No	No				8	2	2	12	0	Yes	Yes
	%			77.2	21.7	1.1	100										66.7	16.7	16.7	100			
E7	# 28	6		4			38	36.7	3.7	0.8	20.9	No	0.8*	5	1		1			7	43.1	Yes	0*
	% 73.7	15.8		10.5			100							71.4	14.3		14.3			100			
E8	# 20	15	1	9	36	2	83	19.4	12.6	17.6	1.3	1.8	No	8	2		2	7		19	93.3	85.7	Yes
	% 24.1	18.1	1.2	10.8	43.4	2.4	100							42.1	10.5		10.5	36.8		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003: 87.8 percent
 Level of Goal Attainment for 2004: 80.5 percent
 Level of Goal Attainment for 2005: 82.0 percent

Workers' Compensation Commission

Agency Director: Gary R. Thibault
EEO Officer: Janice Sanders Sutton

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/05							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2004 - 9/30/05							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1	1		1	1	4				No	1.8*	No	1						1	Yes	93.3*	Yes
	%	25.0	25.0		25.0	25.0	100	4.8	26.8	5.6				100						100			
E2	#	4	2		15	9	30				1.1*	No	No		1		4	4		9	85.9*	Yes	Yes
	%	13.3	6.7		50.0	30.0	100	7.8	39.4	17.3					11.1		44.4	44.4		100			
E5	#				3		3				4.9*	No	15.9*								0*	Yes	0*
	%				100		100	4.9	51.6	15.9													
E6	#				4	3	7				7.4*	No	No				1	1		2	0*	Yes	Yes
	%				57.1	42.9	100	7.4	27.8	17.2							50.0	50.0		100			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2002 - 2003: 87.8 percent
Level of Goal Attainment for 2003 - 2004: 94.7 percent
Level of Goal Attainment for 2004 - 2005: 97.7percent

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