

2018-2022

CLEMSON AREA TRANSIT



CLEMSON AREA TRANSIT
EQUAL EMPLOYMENT OPPORTUNITY PLAN

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I. COMPANY DESCRIPTION AND HISTORY

Clemson Area Transit (CAT) is a public transit service provider in the Large Urban Area of Upstate South Carolina. CAT serves three counties, four universities, and five municipalities. Clemson Area Transit originated in January 1996 out of the need for local transportation services. The fixed route system is one of the few FARE-FREE transit systems in the nation. It has grown to safely carry approximately 1.8 million passengers a year.

In 2011, Clemson Area Transit moved into its new solar powered facility with bus bay and bus washing unit. Previously the 26 bus fleet was stored in various uncovered locations throughout Clemson and their cramped office space was housed in the bottom of an old Clemson city jail. The new office and storage facility is comprised of approximately 7,000 square feet of administrative and driver space with approximately 16,500 square feet of covered bus storage area. Through ARRA funding, CAT was able to enhance the new facility with a conference/training room for drivers and includes pervious parking and electric vehicle plug-in units to aid in its “Green” sustainable design. The facility is secured by a 15-piece surveillance camera system.

Each of Clemson Area Transit’s buses is equipped with a surveillance camera system and CAT is now in the process of purchasing a customized GPS/payroll system.

Clemson Area Transit continues to be cutting edge; having implemented the first Google Transit in South Carolina and purchasing the first articulated bus in the State and now operating a second articulated bus as well. The "catERpillar" is 62’ long and can carry up to 121 passengers taking 100+ cars off the road. CAT was also the first transit system in SC to have bike racks on all buses.

Clemson Area Transit contracts service to Seneca, a neighboring city, and has assisted in the arduous process of making Seneca the first city in the world to run an All Electric Bus System. CAT now operates 3 Proterra Electric Buses with 3 spares and 2 charging stations for Seneca.

While Clemson Area Transit's primary ridership consists of student population. A recent 10-day survey of 3,900 CAT bus riders on the Anderson to Clemson Route revealed that 53% of CAT’s riders use the bus for job access.

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From the 2010 census, Clemson Area Transit has been re-designated from a rural, 5311 funded area, to part of the Greenville Urbanized Area. Greenville Pickens Area Transportation Study (GPATS), the Metropolitan Planning Organization for the Greenville-Pickens area, has been approved as the new “designated recipient” for the Greenville UZA and has given approval for CAT to become a “direct recipient” for which CAT is obtaining.

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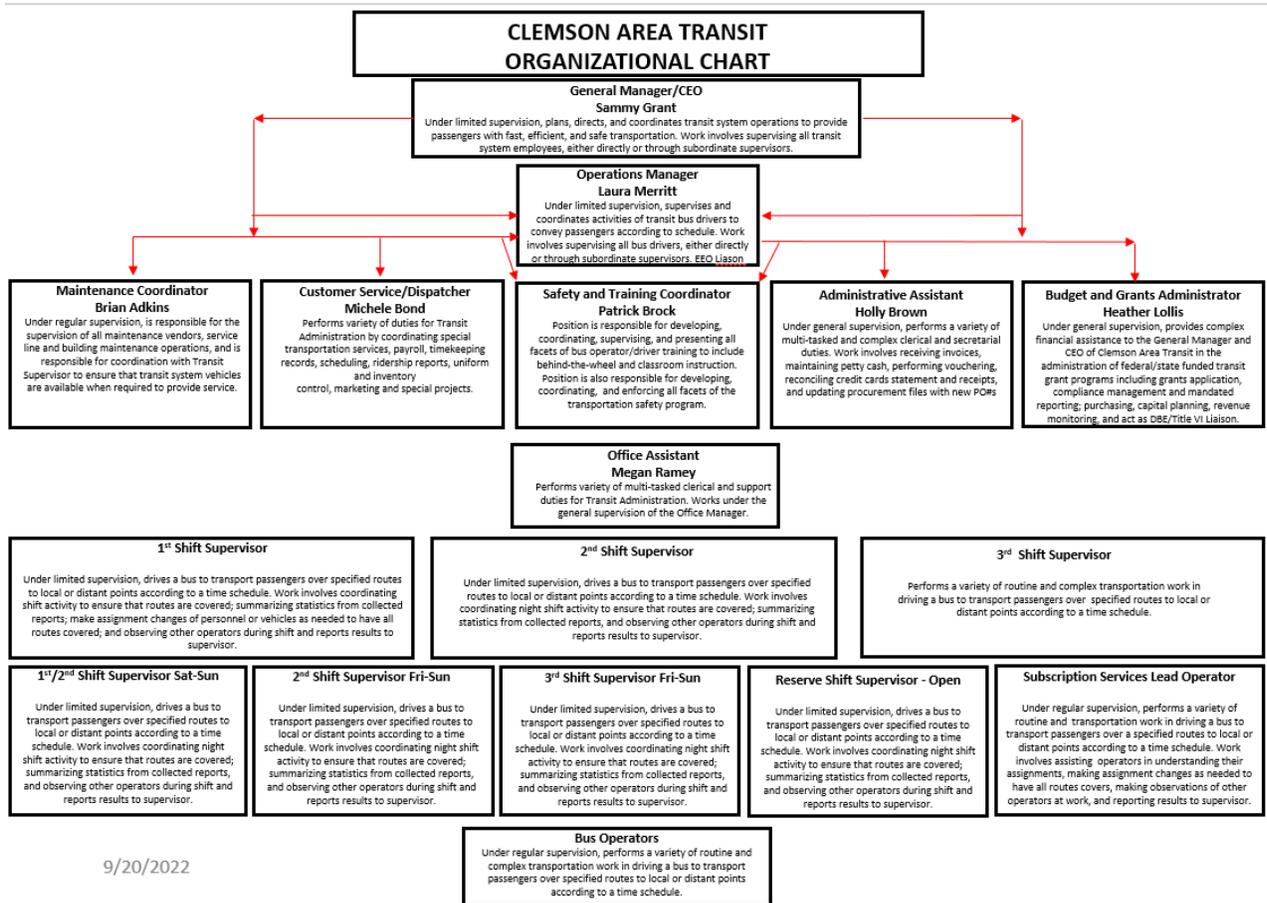
II. ACCESSIBLE FORMAT

This document along with complaint form are available in accessible formats upon request. To obtain paper copies of this circular as well as information regarding these accessible formats, call CATbus Headquarters at 864-654-2287 or email clemsan.cat.gt@gmail.com.

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III. ORGANIZATIONAL CHART

See Attachment A.



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IV. EQUAL OPPORTUNITY POLICY STATEMENT

Clemson Area Transit affirms its commitment to treat all applicants for employment and employees equally without regard to race, religion, creed, color, national origin, sex, age, disability, veterans' status, marital status, or other class prohibited by local, State, and Federal law. CAT is an Equal Employment Opportunity employer. CAT prohibits any of its employees to discriminate against an applicant for employment or another employee on the basis of race, color, and religious creed, sex, age, national origin, or any other basis prohibited by local, State, or Federal law, or to be excluded from participation in, or denied the benefits of, or be subject to discrimination under any project, program, or activity funded in whole or in part through Federal financial assistance. Clemson Area Transit prohibits the harassment of any employee or job applicant on the basis of their protected class status. Clemson Area Transit will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action. CAT is committed to provide reasonable accommodations to applicants and employees.

Clemson Area Transit will take Affirmative Action to ensure that all employment practices are free of such discrimination. Employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. CAT supports the concept of an active affirmative action program consistent with Federal laws, court decisions, executive orders, and regulations, including goals and timetables, in order to overcome the effects of discrimination on minorities and women.

Clemson Area Transit has appointed Laura Merritt, Operations Manager, as the EEO Coordinator to manage the Equal Employment Opportunity Program. The responsibilities include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. The EEO Coordinator has direct and independent access to CAT's CEO/General Manager.

All Clemson Area Transit managers and supervisors share in the responsibility of ensuring compliance is achieved through understanding, communicating, and active involvement in the support of CAT's EEO Plan. Performance evaluations will include evaluating the success of the EEO program in the same manner as performance on other goals.

Applicants and employees have the right to file complaints alleging discrimination with the CEO/General Manager, Transit Supervisor, Supervisors, Managers, Federal and or State Civil Rights Commission, and the EEO Coordinator.

Clemson Area Transit will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee of this company or subcontractors to this company who do not comply with the Equal Employment Opportunity Policies and Procedures set forth in this statement and plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations will be subject to appropriate legal sanctions.

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Clemson Area Transit is committed to undertake an affirmative action program to include the development of goals and timetables to help guide the implementation of the EEO program and measure progress. The successful achievement of EEO goals will provide benefits to CAT through fuller utilization and development of previously underutilized human resources.

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IV. EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY AND PLAN

It is the policy of the Clemson Area Transit not to make any adverse employment decisions against minorities or women with respect to recruitment, hiring, training, promotion and other terms and conditions of employment, provided the individual is qualified to perform the work available.

It is the policy of the Clemson Area Transit to comply voluntarily with the concepts and practices of affirmative action.

The EEO Coordinator will review, supervise, and evaluate the Clemson Area Transit's affirmative action program and will monitor that program and make reports periodically and on an on-going basis to management.

Employment decisions shall be made after considering the principles of equal employment opportunity.

Promotion decisions shall be consistent with the principle of EEO; qualifications of promotion shall consist of merit and ability.

All personnel actions and programs including but not limited to compensation, benefits, transfers, layoffs, recalls, company-sponsored training, education, tuition assistance and social and recreational programs will be administered in a nondiscriminatory manner with respect to minorities and women, provided the individual is qualified to perform the work available.

Clemson Area Transit shall take specific affirmative actions to ensure equal opportunity. Compliance with this policy and plan shall be based upon their efforts to achieve maximum results from their actions and they shall document their efforts fully. Clemson Area Transit will implement specific affirmative action steps, at least as extensive as the following actions to ensure equal employment opportunity:

1. Ensure and maintain a working environment free of harassment, intimidation, and coercion at all times and in all facilities at which Clemson Area Transit employees are assigned to work. CAT shall specifically ensure that all foremen, superintendents, and other on-site supervisory personnel are aware of and carry out obligations to maintain such a working environment.
2. Develop on-the-job training opportunities and/or participate in training programs for the area which expressly include minorities and women, including upgrading programs and apprenticeship and trainee programs relevant to Clemson Area Transit employment needs, especially those programs funded and approved by the Department of Labor.
3. Review, at least annually, Clemson Area Transit's EEO policy and affirmative action obligations under these specifications with all employees having any responsibility for hiring, assignment, layoff, termination, or other employment decisions including specific review of these items with onsite supervisory personnel. A written record shall be made

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and maintained identifying the time and place of these meetings, persons attending, subject matter discussed and disposition of the subject matter.

4. Conduct at least annually, an inventory and evaluation of all minority and female personnel for promotional opportunities and encourage these employees to prepare for, through appropriate training, etc. such opportunities.
5. Ensure that seniority practices, job classifications, work assignments and other personnel practices, do not have a discriminatory affect by continually monitoring all personnel and employment related activities to ensure that the EEO policy and Clemson Area Transit obligations under these specifications are being carried out.
6. Ensure that all facilities and company activities are non-segregated except that separate or single-user toilets and necessary changing facilities shall be provided to assure privacy between the sexes.
7. Conduct a review, at least annually, of all supervisors' adherence to and performance under the company EEO policies and affirmative action obligations.

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V. DISSEMINATION OF AFFIRMATIVE ACTION POLICY AND PLAN

A. Internal Dissemination

1. The policy statement will be permanently and conspicuously displayed in areas such as employee bulletin boards, lunch areas, and construction sites. Clemson Area Transit, as an equal employment opportunity employer, will also print the policy statement in the company newsletters and other publications.
2. All employees and contractors will be furnished a copy of the policy statement and be notified of location and availability of the affirmative action plan. This policy will be made available to all employees including part-time, temporary, and seasonal employees.
3. The EEO/AA policies of Clemson Area Transit will be included in the organization's policy manual.
4. Clemson Area Transit will review the organization's EEO/AA policies with all employees and management at least once a year.
5. Clemson Area Transit will also conduct orientation and training sessions to thoroughly inform staff and management of Clemson Area Transit's EEO/AA commitment.
6. Develop internal communication of obligations to engage in affirmative action efforts to employ women and minorities, in such a manner as to foster understanding, acceptance, and support among executive, management, supervisor, and all other employees, and to encourage such persons to take the necessary action to aid Clemson Area Transit in meeting this obligation.

B. External Dissemination

1. Clemson Area Transit will include the statement "Equal Opportunity Employer" in all advertisements recruiting employees and contractors.
2. Clemson Area Transit will notify all subcontractors, vendors, and suppliers verbally and in writing of its EEO/AA policy requiring supportive action of their part.
3. Clemson Area Transit will include their EEO/AA Clause in all bid specifications and contracts.

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VI. DESIGNATION OF PERSONNEL RESPONSIBILITY

It is the policy of Clemson Area Transit to continuously maintain the appointment of an Equal Employment Opportunity Coordinator (EEO Coordinator). The EEO Coordinator has the responsibility for effectively administering and promoting an active program of equal employment opportunity within the company. The EEO Coordinator will coordinate the EEO efforts of supervisors, and others in the position of hiring personnel. The EEO Coordinator will make recommendations, where appropriate, to correct any deficiencies found in the company program. The EEO Coordinator will ensure that this policy and plan is being carried out.

The EEO Coordinator for Clemson Area Transit is Laura Merritt, Operations Manager.

The duties of the EEO Coordinator are to:

- A. To maintain and amend the written EEO policy statement and EEO plan.
- B. Report annually to Clemson Area Transit CEO/General Manager on EEO issues and progress.
- C. Assure that current legal information affecting affirmative action is communicated to responsible officials.
- D. Design, implement, and monitor an internal EEO audit and reporting system.
- E. Develop recruiting strategies to increase the hiring of minorities, females, and the disabled.
- F. Act as a liaison between minority, females, and disabled within CAT who encounter problems internal to, or that interface with CAT.
- G. Prepare and submit EEO reports to the FTA and other agencies when requested.
- H. Closely coordinate EEO training programs with the City of Clemson Human Resource Department.
- I. Concur on all hires and promotions and process all discrimination complaints.

All Clemson Area Transit managers and supervisors share in the responsibility of ensuring compliance is achieved through understanding, communicating, and active involvement in the support of CAT's EEO Plan. Managers and supervisors are expected to carry out the following responsibilities, as part of their job, in implementing CAT's EEO Program:

- A. Assisting in identifying problem areas and establishing agency and unit goals and objectives
- B. Being actively involved with local minority organizations, women's and handicapped groups, community action organizations and community service programs designed to promote EEO
- C. Participating actively to periodic audits of all aspects of employment in order to identify and to remove barriers obstructing the achievement of specified goals and objectives

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- D. Holding regular discussions with other managers, supervisors, and employees to assure CAT's policies and procedures are being followed
- E. Reviewing the qualifications of all employees to assure that minorities, disabled persons, and women are given full opportunities for transfers, promotions, training, salary increase, and other forms of compensation
- F. Participating in the review and/or investigation of complaints alleging discrimination
- G. Conducting and supporting career counseling for all employees
- H. Participating in periodic audits to ensure that each department within CAT is in compliance

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VII. UTILIZATION ANALYSIS

A. Current Workforce

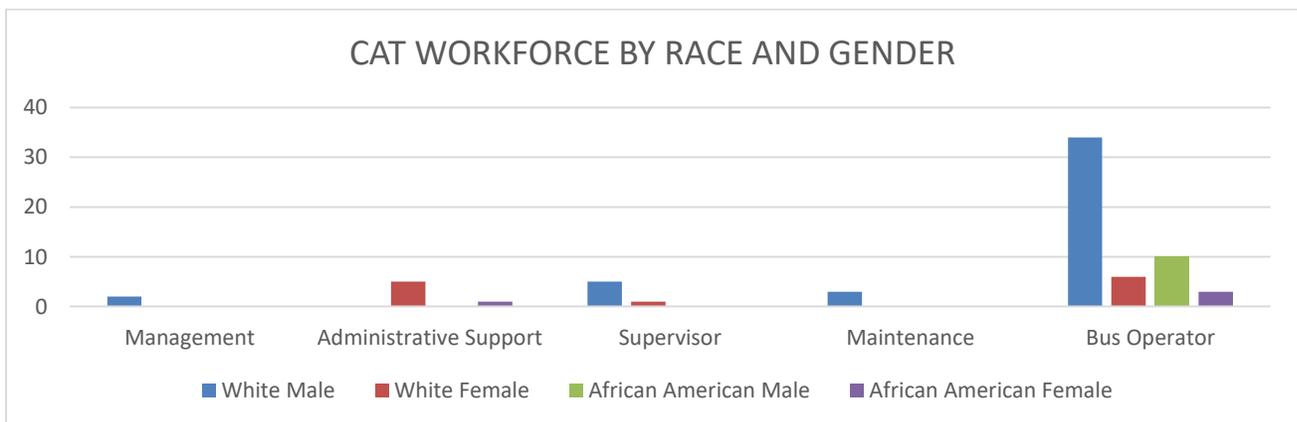
A demographic profile of the City of Clemson from the 2010 Census, as presented in the following table, shows that 79.8% are White non-Hispanic, 2.2% are Hispanic, 10.3% are Black, .1% are American Indian, and 8.1% are Asian.

RACE	CITY OF CLEMSON PERCENTAGE	STATE PERCENTAGE	CITY OF CLEMSON TOTAL POPULATION
White	79.1%	66.2%	10,994
African American	10.3%	27.9%	1,437
American Indian	.1%	.4%	17
Asian	8.1%	1.3%	1,127
Native Hawaiian or other Pacific Islander	0%	.1%	1
Hispanic	2.2%	5.1%	308

White males represent 63% of Clemson Area Transit’s total workforce.

CLEMSON AREA TRANSIT WORKFORCE BY SERVICE TYPE

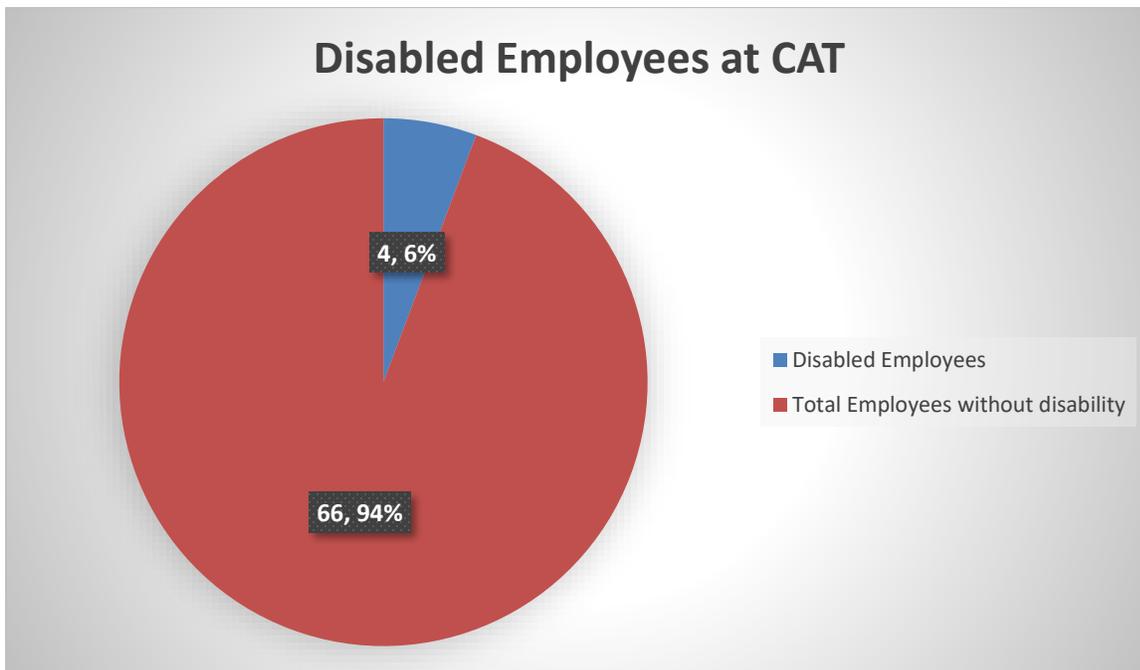
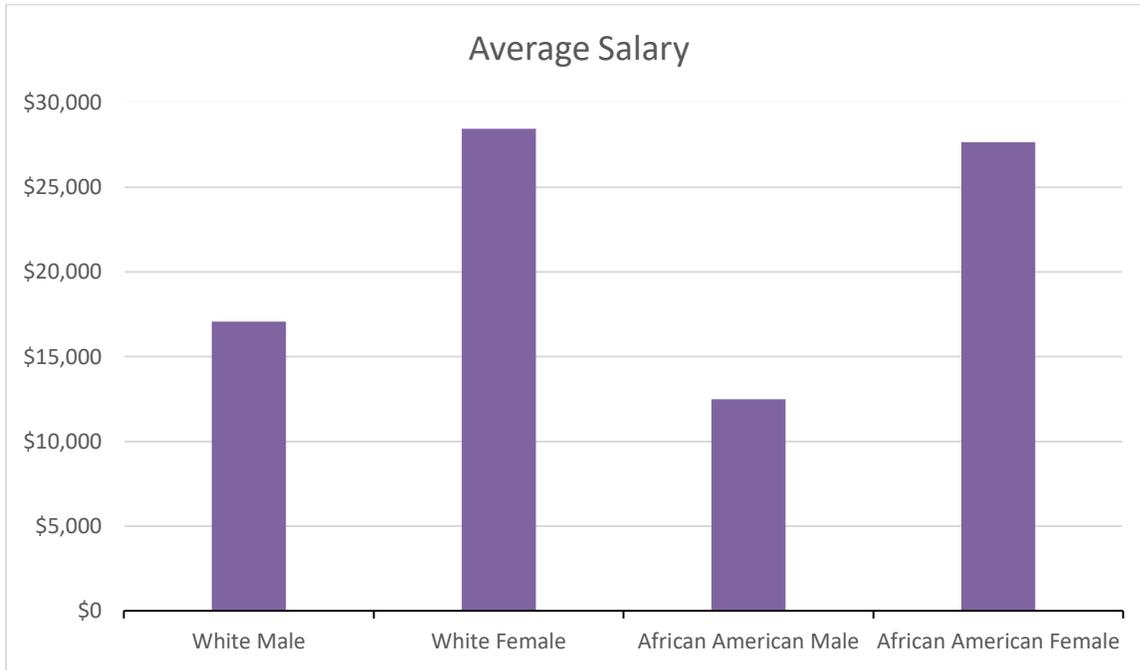
Service Type	Race											
	White		African American		American Indian		Asian		Native Hawaiian		Hispanic	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Management	2	0	0	0	0	0	0	0	0	0	0	0
Administrative Support		5		1								
Supervisor	5	1										
Maintenance	3	0										
Bus Operator	34	6	10	3								
Total	44	12	10	4								



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Comparison of average salaries by race and gender for Clemson Area Transit

AVERAGE SALARY	WHITE		AFRICAN AMERICAN	
	<i>MALE</i>	<i>FEMALE</i>	<i>MALE</i>	<i>FEMALE</i>
\$21,418	\$17,071	\$28,449	\$12,488	\$27,664



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Upon consideration of the availability of minorities and women for each of the job categories at Clemson Area Transit, CAT is able to identify specific job categories that are under-utilized. In 2014, CAT employed a total of 16 females, which is approximately 23% of the total workforce. During the same year, CAT employed 14 persons of minority group status, which is approximately 20% of the total workforce. A total of 70 transit-related employees were employed by CAT in 2014.

Goal 1: *Clemson Area Transit's goal is to increase the number of employed females to at least 32 total females by Year 2019.*

Year 2010 Census data indicates that the overall percentage of females age 18 or older in the City of Clemson is 5,643 or 40.6% of the population segment. The total number of males age 18 or older is slightly higher at 6,337 or 45.6%. In comparison, Clemson Area Transit's workforce population for males and females is 77% and 23%, respectively, which is considerably less balanced than the general City of Clemson population. CAT is actively recruiting females to help increase the female workforce.

Goal 2: *Clemson Area Transit's goal is to maintain the minority group workforce population above 20% through the Year 2016.*

The minority group population percentage employed by Clemson Area Transit is nearly equivalent to the percentage of the City of Clemson's minority group population. According to Year 2010 Census data, 2,890 or 20.8% of the City of Clemson's population was of minority group status. In 2014, CAT's total minorities employed totaled 14 or 20% of the total workforce. The number of CAT's minority group persons employed is balanced with the City of Clemson's minority population.

Goal 2: *Clemson Area Transit's goal is to increase the number of minorities and women in the field of Laborers/Maintenance to 13 additional minorities and 13 additional females by Year 2019.*

Minorities were underrepresented in the Laborers/Maintenance category at CAT. CAT's goal is increase the number of minorities in this position by 3 each year for the next 4 years. Females were underrepresented in the Laborers/Maintenance category at CAT. CAT's goal is increase the number of females in this position by 3 each year for the next 4 years.

Goal 3: *Clemson Area Transit's goal is to maintain the employees with disabilities workforce population at 5% through the Year 2016.*

In 2014, Clemson Area Transit employed 4 persons with a disability, which is approximately 6% of the total workforce.

Goal 4: *Clemson Area Transit's goal is to add a female to the Technician field within the next 2 years.*

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Currently CAT does not have a female in this position.

Goal 5: *Clemson Area Transit's goal is to increase the number of minorities and females in the Administrative/Support job position.*

CAT plans to hire/promote 1 minority and 2 females to this position within the next 2 years.

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IX. ASSESSMENT OF EMPLOYMENT PRACTICES

In 2014, Clemson Area Transit’s workforce consisted of 70 employees. Of this amount, 16 were females, 14 were of minority group status, and 4 were persons with disabilities.

Clemson Area Transit is prohibited from engaging in employment discrimination and is required to take affirmative action to ensure that applicants, including internet applicants, and employees are treated without regard to race, color, religion, sex, national origin, disability, or status as a protected veteran.

All of Clemson Area Transit’s solicitations or advertisement for employment opportunities state that qualified applicants will receive consideration for employment without regard to race, color, sex, religion, national origin, or disability.

CAT posts EEO posters, to notify applicants and employees of the protections afforded to them by law, in conspicuous places used by employees and applicants, break rooms, locker rooms, and on bulletin boards where workplace notices are usually posted.

CAT reviews personnel practices to ensure that the qualifications of known protected veterans or individuals with disabilities are given proper consideration for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.

CAT specifies job descriptions and in general company policy any qualification standards. Examples: “must be able to lift 50 pounds”, “must possess CDL”, “must be able to sit for prolonged time span”, and “education requirements”.

CAT incorporates the EEO Contract clause in all contracts, purchase orders, lease, etc.

CAT’s personnel team is knowledgeable of EEO obligations and requirements.

CAT reviews their employment practices to ensure that members of various religious and ethnic groups are not harassed or discriminated against and receive fair consideration for job opportunities.

CAT conducts annual analysis of job descriptions to ensure they accurately reflect job functions.

CAT reviews job descriptions by department and job title using job performance criteria.

CAT makes job descriptions available to recruiting source and available to all members of management involved in the recruiting, screening, selection, and promotion processes.

CAT evaluates the total selection process to ensure freedom from bias through:

- a. Reviewing job applications and other pre-employment forms to ensure information requested is job related.
- b. Evaluating selection methods that may have a disparate impact to ensure they are job related and consistent with business necessity.

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- c. Training personnel and management staff on proper interview technique.
- d. Training in EEO for management and supervisory staff.

CAT ensures that all employees are given equal opportunity for promotion by:

- a. Posting promotional opportunities.
- b. Offering counseling to assist employees in identifying promotional opportunities, training, and educational programs to enhance promotions and opportunities for job rotation and transfer.
- c. Evaluating job requirements for promotion.

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X. MONITORING AND REPORTING

Clemson Area Transit reviews annually, among CAT management, their EEO progress. This process allows CAT to take corrective action in its EEO practices yearly, if necessary. This will enable CAT to identify units that are non-complaint or have failed to embrace the policy.

The system is set up as follows:

- On an annual basis the CEO/General Manager and Transit Supervisor will assess accomplishments or shortfalls.
- The CEO/General Manager will look at employees in each job category by race, national origin, and sex who have applied for promotion or transfer vs. those promoted or transferred.
- Disciplinary actions and terminations by race, national origin, and sex will also be assessed for negative patterns.

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XI. INTERNAL EEO COMPLAINT PROCEDURES

If at any time anyone feels he or she has been discriminated against because of sex, race, religion, color, age, national origin, or disabilities, they should report this matter to Clemson Area Transit's EEO Coordinator.

The EEO Coordinator will investigate all complaints of alleged discrimination made to Clemson Area Transit in connection with its contractual obligations. The EEO Coordinator will attempt to resolve such complaints by taking corrective actions and will then follow up on actions taken and their effects. If the investigation indicates that the discrimination may affect persons other than the complainant, such corrective actions shall include such other persons. Upon completion of each investigation, the EEO Coordinator will inform every complainant of all of his or her avenues of appeal.

If for some reason an applicant or employee does not want to bring a complaint to the EEO Coordinator of Clemson Area Transit, then the employee or applicant can contact the City of Clemson Human Resources Coordinator concerning the complaint. The Human Resource Coordinator can be contacted by writing to the City of Clemson Human Resource Coordinator, 1250 Tiger Boulevard, Suite 1, Clemson, SC 29631 or by telephoning 864-653-2073. The Human Resource Coordinator will communicate and provide the results of the investigation to the County Executive and to the CEO/General Manager of Clemson Area Transit.

Confidentiality will be maintained to the extent practical to conduct a full investigation to make a determination. All employees are required to fully cooperate during the course of an investigation.

If it is determined that a violation of this policy has occurred, Clemson Area Transit will take immediate action to remedy the situation. Any employee who is found to have violated this policy may be subject to disciplinary action, up to and including termination from employment.

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XII. ATTACHMENTS

Attachment A: Organizational Chart

Attachment B: EEO 6w. State and Local Government Job Groups by Sex, and Race/Ethnicity

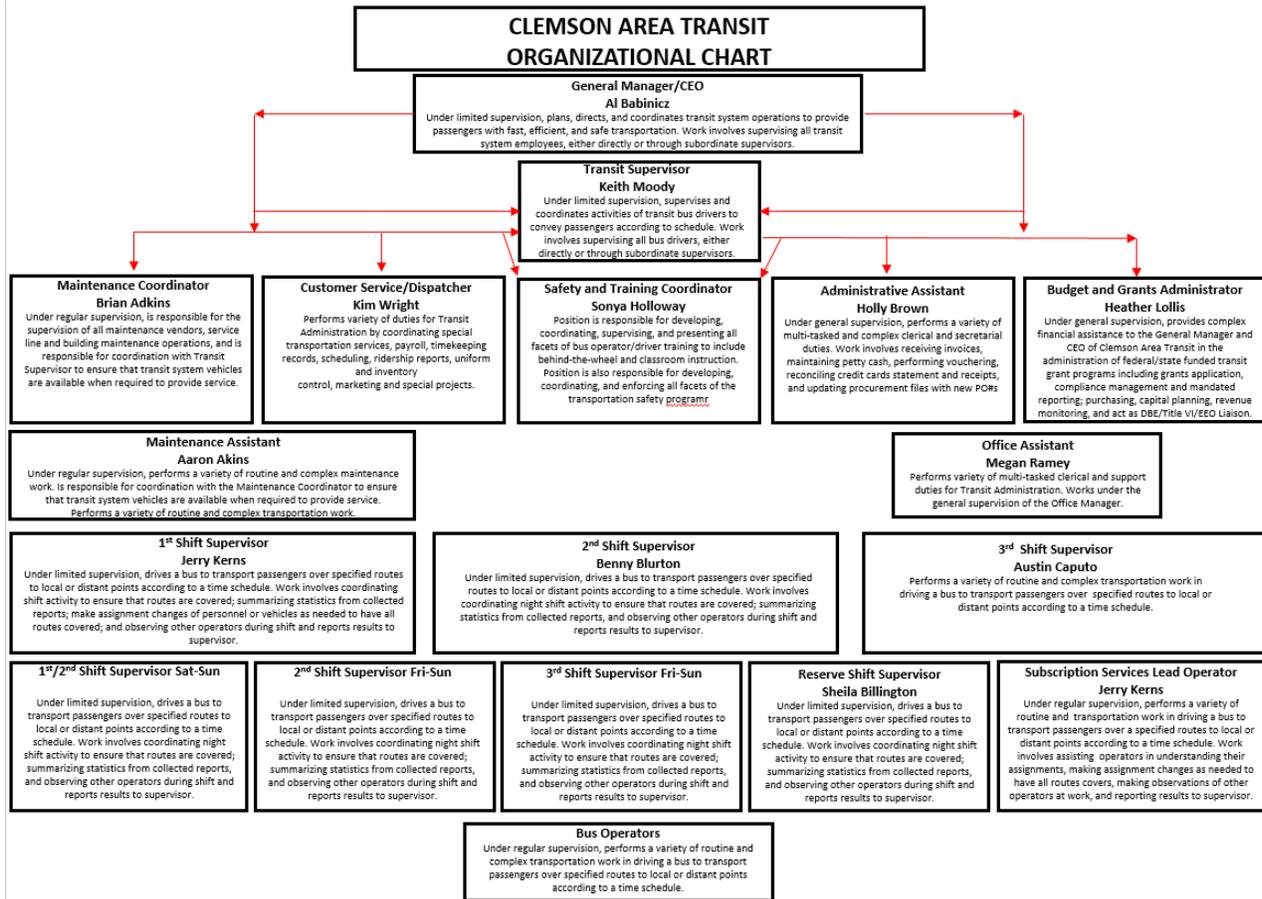
Attachment C: EEO-1 Job Categories by Sex, and Race/Ethnicity for Residence Geography

Attachment D: Workforce Analysis State

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Attachment A: Organizational Chart



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Attachment B: EEO 6w. State and Local Government Job Groups by Sex, and Race/Ethnicity

EEO-ALL6W EEO 6w. State and Local Government Job Groups by Sex, and Race/Ethnicity for Worksite Geography, Total Population
Universe: Civilians employed at work 15 years and over
EEO Tabulation 2006-2010 (5-year ACS data)

The EEO Tabulation is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM).

Estimate: Estimate [v]
Geography: South Carolina [v]

1 48 of 48	Total, race and ethnicity	Hispanic or Latino							Not Hispanic or Latino, one race							Not Hispanic or Latino, two or more races							Balance of not Hispanic or Latino
		White alone Hispanic or Latino		All other Hispanic or Latino		White alone	Black or African American alone	American Indian and Alaska Native alone	Asian alone	Native Hawaiian and Other Pacific Islander alone	White and Black	White and AA/N	White and Asian	Black and AA/N	NHPI and White (Hawaii only)	NHPI and Asian (Hawaii only)	NHPI and Asian and White (Hawaii only)						
Worksite Total																							
Officials/Administrators																							
Total, both sexes																							
Number	213,765	2,885	1,875	175,535	20,010	500	2,825	95	215	510	210	120	(X)	(X)	(X)	(X)	(X)	390					
Percent	100.0%	1.3%	0.8%	82.1%	13.6%	0.2%	1.3%	0.0%	0.1%	0.2%	0.1%	0.1%	(X)	(X)	(X)	(X)	(X)	0.2%					
Male																							
Number	125,455	1,845	935	108,540	11,320	285	1,950	15	60	290	70	85	(X)	(X)	(X)	(X)	(X)	225					
Percent	58.7%	0.8%	0.4%	50.8%	5.3%	0.1%	0.9%	0.0%	0.0%	0.1%	0.0%	0.0%	(X)	(X)	(X)	(X)	(X)	0.1%					
Female																							
Number	88,315	1,040	740	66,995	17,885	215	870	80	125	220	140	35	(X)	(X)	(X)	(X)	(X)	165					
Percent	41.3%	0.5%	0.3%	31.3%	8.3%	0.1%	0.4%	0.0%	0.1%	0.1%	0.1%	0.0%	(X)	(X)	(X)	(X)	(X)	0.1%					
Professionals																							
Total, both sexes																							
Number	318,720	3,755	1,725	247,830	51,365	630	8,495	85	300	705	495	330	(X)	(X)	(X)	(X)	(X)	1,030					
Percent	100.0%	1.2%	0.5%	70.2%	16.2%	0.2%	2.7%	0.0%	0.1%	0.2%	0.2%	0.1%	(X)	(X)	(X)	(X)	(X)	0.3%					
Male																							
Number	130,015	1,660	775	106,170	14,835	270	4,990	60	145	320	155	80	(X)	(X)	(X)	(X)	(X)	550					
Percent	41.1%	0.5%	0.2%	33.5%	4.7%	0.1%	1.8%	0.0%	0.0%	0.1%	0.0%	0.0%	(X)	(X)	(X)	(X)	(X)	0.2%					
Female																							
Number	188,710	2,095	950	141,655	36,525	360	3,505	10	155	385	340	250	(X)	(X)	(X)	(X)	(X)	480					
Percent	59.0%	0.7%	0.3%	44.7%	11.5%	0.1%	1.1%	0.0%	0.0%	0.1%	0.1%	0.1%	(X)	(X)	(X)	(X)	(X)	0.2%					
Technicians																							
Total, both sexes																							
Number	59,130	810	400	42,890	13,180	80	1,290	85	55	185	185	50	(X)	(X)	(X)	(X)	(X)	75					
Percent	100.0%	1.4%	0.7%	72.4%	22.3%	0.1%	2.2%	0.1%	0.1%	0.3%	0.3%	0.1%	(X)	(X)	(X)	(X)	(X)	0.1%					
Male																							
Number	22,940	500	160	18,660	2,995	40	445	0	25	125	30	10	(X)	(X)	(X)	(X)	(X)	15					
Percent	38.8%	0.8%	0.3%	31.5%	5.1%	0.1%	0.8%	0.0%	0.0%	0.2%	0.1%	0.0%	(X)	(X)	(X)	(X)	(X)	0.0%					
Female																							
Number	36,190	310	240	24,230	10,190	20	845	85	30	65	135	40	(X)	(X)	(X)	(X)	(X)	60					
Percent	61.2%	0.5%	0.4%	40.9%	17.2%	0.0%	1.4%	0.1%	0.1%	0.1%	0.2%	0.1%	(X)	(X)	(X)	(X)	(X)	0.1%					
Protective service: Sworn																							
Total, both sexes																							
Number	39,275	545	280	25,745	12,100	160	130	0	25	140	45	15	(X)	(X)	(X)	(X)	(X)	90					
Percent	100.0%	1.4%	0.7%	65.6%	30.8%	0.4%	0.3%	0.0%	0.1%	0.4%	0.1%	0.0%	(X)	(X)	(X)	(X)	(X)	0.2%					
Male																							
Number	30,485	390	245	21,425	7,990	115	95	0	10	110	35	15	(X)	(X)	(X)	(X)	(X)	30					
Percent	77.6%	1.0%	0.6%	54.6%	20.3%	0.3%	0.2%	0.0%	0.0%	0.3%	0.1%	0.0%	(X)	(X)	(X)	(X)	(X)	0.1%					
Female																							
Number	8,810	155	35	4,320	4,110	40	35	0	10	30	15	0	(X)	(X)	(X)	(X)	(X)	60					
Percent	22.4%	0.4%	0.1%	11.0%	10.5%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	(X)	(X)	(X)	(X)	(X)	0.2%					
Protective service: Non-sworn																							
Total, both sexes																							
Number	2,495	45	0	1,890	505	4	30	0	0	0	0	0	(X)	(X)	(X)	(X)	(X)	20					
Percent	100.0%	1.8%	0.0%	75.8%	20.2%	0.2%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	(X)	0.8%					
Male																							
Number	1,250	25	0	1,055	145	0	4	0	0	0	0	0	(X)	(X)	(X)	(X)	(X)	20					
Percent	50.1%	1.0%	0.0%	42.3%	5.8%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	(X)	0.8%					
Female																							
Number	1,245	15	0	840	360	4	25	0	0	0	0	0	(X)	(X)	(X)	(X)	(X)	0					
Percent	49.9%	0.6%	0.0%	33.7%	14.4%	0.2%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	(X)	0.0%					
Administrative support																							
Total, both sexes																							
Number	509,570	6,610	4,115	371,425	116,170	1,220	5,275	95	1,355	1,275	570	315	(X)	(X)	(X)	(X)	(X)	1,140					
Percent	100.0%	1.3%	0.8%	72.9%	22.8%	0.2%	1.0%	0.0%	0.3%	0.3%	0.1%	0.1%	(X)	(X)	(X)	(X)	(X)	0.2%					
Male																							
Number	171,235	2,245	1,335	132,450	31,350	340	1,900	20	425	430	165	35	(X)	(X)	(X)	(X)	(X)	525					
Percent	33.6%	0.4%	0.3%	26.0%	6.2%	0.1%	0.4%	0.0%	0.1%	0.1%	0.0%	0.0%	(X)	(X)	(X)	(X)	(X)	0.1%					
Female																							
Number	338,335	4,370	2,775	238,980	84,820	880	3,370	75	930	845	410	280	(X)	(X)	(X)	(X)	(X)	615					
Percent	66.4%	0.9%	0.5%	46.9%	16.6%	0.2%	0.7%	0.0%	0.2%	0.2%	0.1%	0.1%	(X)	(X)	(X)	(X)	(X)	0.1%					
Skilled craft																							
Total, both sexes																							
Number	195,555	11,480	7,585	138,265	34,165	955	1,140	125	210	680	250	150	(X)	(X)	(X)	(X)	(X)	595					
Percent	100.0%	5.9%	3.9%	70.7%	17.5%	0.5%	0.6%	0.1%	0.1%	0.3%	0.1%	0.1%	(X)	(X)	(X)	(X)	(X)	0.3%					
Male																							
Number	104,230	11,250	7,330	131,295	30,885	910	1,005	125	190	655	180	130	(X)	(X)	(X)	(X)	(X)	570					
Percent	54.2%	5.8%	3.7%	67.1%	15.7%	0.9%	0.9%	0.1%	0.1%	0.3%	0.1%	0.1%	(X)	(X)	(X)	(X)	(X)	0.3%					

CLEMSON AREA TRANSIT EQUAL EMPLOYMENT OPPORTUNITY PLAN

	Total, race and ethnicity	Hispanic or Latino		Not Hispanic or Latino, one race					Not Hispanic or Latino, two or more races						Balance of not Hispanic or Latino	
		White alone Hispanic or Latino	All other Hispanic or Latino	White alone	Black or African American alone	American Indian and Alaska Native alone	Asian alone	Native Hawaiian and Other Pacific Islander alone	White and Black	White and AIAN	White and Asian	Black and AIAN	NHPI and White (Hawaii only)	NHPI and Asian (Hawaii only)		NHPI and Asian and White (Hawaii only)
Female																
Number	11,320	235	260	7,000	3,480	45	125	0	20	25	25	20	(X)	(X)	(X)	25
Percent	5.6%	0.1%	0.1%	2.6%	1.8%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	0.0%
Services/Maintenance																
Total, both sexes																
Number	693,375	28,445	19,365	300,295	218,845	1,765	8,300	300	1,380	1,555	930	715	(X)	(X)	(X)	1,265
Percent	100.0%	4.9%	3.2%	51.8%	37.5%	0.3%	1.4%	0.1%	0.2%	0.3%	0.2%	0.1%	(X)	(X)	(X)	0.2%
Male																
Number	331,565	19,675	13,430	177,798	111,743	1,525	4,108	285	890	940	619	425	(X)	(X)	(X)	835
Percent	56.8%	3.4%	2.3%	30.5%	19.2%	0.2%	0.7%	0.0%	0.1%	0.2%	0.1%	0.1%	(X)	(X)	(X)	0.1%
Female																
Number	251,910	8,770	5,935	122,500	107,105	740	4,275	100	760	660	315	280	(X)	(X)	(X)	430
Percent	43.2%	1.5%	1.0%	21.0%	18.4%	0.1%	0.7%	0.0%	0.1%	0.1%	0.1%	0.0%	(X)	(X)	(X)	0.1%

Source: U.S. Census Bureau, 2006-2010 American Community Survey

Explanation of Symbols:

- An "X" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
- An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
- An "<" following a median estimate means the median falls in the lowest interval of an open-ended distribution.
- An ">" following a median estimate means the median falls in the upper interval of an open-ended distribution.
- An "XXX" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
- An "N/A" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
- An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
- An "(X)" means that the estimate is not applicable or not available.

The U.S. Census Bureau collects race data in accordance with guidelines provided by the U.S. Office of Management and Budget (OMB). Except for the total, all race and ethnicity categories are mutually exclusive. "Black" refers to Black or African American; "AIAN" refers to American Indian and Alaska Native; and "NHPI" refers to Native Hawaiian and Other Pacific Islander. The reference to "Hawaii only" indicates that these columns are only tabulated for areas in the state of Hawaii. "Balance of Not Hispanic or Latino" includes the balance of non-Hispanic individuals who reported multiple races or reported Some Other Race alone. For more information on race and Hispanic origin, see the Subject Definitions at http://www.census.gov/acs/www/data_documentation/documentation_main.

Race and Hispanic origin are separate concepts on the American Community Survey. "White alone Hispanic or Latino" includes respondents who reported Hispanic or Latino origin and reported race as "White" and to other race. "All other Hispanic or Latino" includes respondents who reported Hispanic or Latino origin and reported a race other than "White," either alone or in combination. To get a total for "Hispanic or Latino," add the two columns for "White alone Hispanic or Latino" and "All other Hispanic or Latino."

Occupation codes are 4-digit codes and are based on Standard Occupational Classification 2010.

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

Source: U.S. Census Bureau | American FactFinder

CLEMSON AREA TRANSIT
EQUAL EMPLOYMENT OPPORTUNITY PLAN

Attachment C: EEO-1 Job Categories by Sex, and Race/Ethnicity for Residence Geography

EEO-ALL04R EEO 4r. EEO-1 Job Categories by Sex, and Race/Ethnicity for Residence Geography, Total Population
Universe: Civilian labor force 16 years and over
EEO Tabulation 2006-2010 (5-year ACS data)

The EEO Tabulation is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM).

Estimate: Estimate
Geography: Pickens County, South Carolina

1 of 80	Subject	Total, race and ethnicity	Hispanic or Latino		Not Hispanic or Latino, one race					Not Hispanic or Latino, two or more races					Balance of not Hispanic or Latino			
			White alone Hispanic or Latino	All other Hispanic or Latino	White alone	Black or African American alone	American Indian and Alaska Native alone	Asian alone	Native Hawaiian and Other Pacific Islander alone	White and Black	White and AIAN	White and Asian	Black and AIAN	NHPI and White (Hawaii only)		NHPI and Asian (Hawaii only)	NHPI and Asian and White (Hawaii only)	
	Officials and managers																	
	Total, both sexes																	
	Number	5,250	40	25	4,860	250	0	75	0	0	0	0	0	(X)	(X)	(X)	(X)	0
	Percent	100.0%	0.8%	0.5%	92.6%	4.8%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Male																	
	Number	2,850	4	0	2,850	140	0	55	0	0	0	0	0	(X)	(X)	(X)	(X)	0
	Percent	54.3%	0.1%	0.0%	50.5%	2.7%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Female																	
	Number	2,400	35	25	2,205	110	0	25	0	0	0	0	0	(X)	(X)	(X)	(X)	0
	Percent	45.7%	0.7%	0.5%	42.0%	2.1%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Professionals																	
	Total, both sexes																	
	Number	10,475	85	30	8,965	640	30	715	0	0	40	0	0	(X)	(X)	(X)	(X)	0
	Percent	100.0%	0.8%	0.3%	85.6%	6.1%	0.3%	6.8%	0.0%	0.0%	0.4%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Male																	
	Number	5,070	10	10	4,335	285	0	445	0	0	10	0	0	(X)	(X)	(X)	(X)	0
	Percent	48.4%	0.1%	0.1%	41.4%	2.5%	0.0%	4.2%	0.0%	0.0%	0.1%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Female																	
	Number	5,405	50	20	4,630	370	30	270	0	0	30	0	0	(X)	(X)	(X)	(X)	0
	Percent	51.6%	0.5%	0.2%	44.2%	3.5%	0.3%	2.6%	0.0%	0.0%	0.3%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Technicians																	
	Total, both sexes																	
	Number	2,035	0	15	1,985	25	0	0	0	0	0	0	0	(X)	(X)	(X)	(X)	10
	Percent	100.0%	0.0%	0.7%	97.5%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.5%
	Male																	
	Number	850	0	0	825	15	0	0	0	0	0	0	0	(X)	(X)	(X)	(X)	0
	Percent	41.8%	0.0%	0.0%	41.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Female																	
	Number	1,185	0	15	1,150	10	0	0	0	0	0	0	0	(X)	(X)	(X)	(X)	10
	Percent	58.2%	0.0%	0.7%	56.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.5%
	Sales workers																	
	Total, both sexes																	
	Number	5,660	45	35	4,655	655	35	35	0	0	15	0	0	(X)	(X)	(X)	(X)	0
	Percent	100.0%	0.8%	0.6%	85.5%	11.5%	0.6%	0.6%	0.0%	0.0%	0.3%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Male																	
	Number	2,660	30	0	2,540	230	25	30	0	0	15	0	0	(X)	(X)	(X)	(X)	0
	Percent	50.4%	0.5%	0.0%	44.7%	4.0%	0.4%	0.4%	0.0%	0.0%	0.3%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Female																	
	Number	2,815	15	35	2,315	420	15	20	0	0	0	0	0	(X)	(X)	(X)	(X)	0
	Percent	49.6%	0.3%	0.6%	40.8%	7.4%	0.2%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Administrative support workers																	
	Total, both sexes																	
	Number	8,115	60	55	7,300	565	15	30	0	40	0	0	0	(X)	(X)	(X)	(X)	20
	Percent	100.0%	0.7%	0.7%	90.0%	7.3%	0.2%	0.4%	0.0%	0.5%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.2%
	Male																	
	Number	1,890	20	15	1,570	220	4	20	0	40	0	0	0	(X)	(X)	(X)	(X)	0
	Percent	23.3%	0.2%	0.2%	19.3%	2.7%	0.0%	0.2%	0.0%	0.5%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Female																	
	Number	6,225	40	40	5,730	370	15	10	0	0	0	0	0	(X)	(X)	(X)	(X)	20
	Percent	76.7%	0.5%	0.5%	70.6%	4.6%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.2%
	Craft workers																	
	Total, both sexes																	
	Number	6,645	70	195	6,035	365	20	0	0	0	40	0	0	(X)	(X)	(X)	(X)	20
	Percent	100.0%	1.1%	2.9%	90.6%	4.0%	0.3%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.3%
	Male																	
	Number	6,250	70	195	5,705	265	15	0	0	0	40	0	0	(X)	(X)	(X)	(X)	20
	Percent	94.1%	1.1%	2.9%	85.9%	3.1%	0.2%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.3%
	Female																	
	Number	365	0	0	330	60	10	0	0	0	0	0	0	(X)	(X)	(X)	(X)	0
	Percent	5.9%	0.0%	0.0%	5.0%	0.9%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Operatives																	
	Total, both sexes																	
	Number	7,045	215	190	5,930	565	10	125	0	0	0	10	0	(X)	(X)	(X)	(X)	0
	Percent	100.0%	3.1%	2.7%	84.2%	8.0%	0.1%	1.8%	0.0%	0.0%	0.0%	0.1%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Male																	
	Number	4,775	160	135	3,965	385	10	110	0	0	0	10	0	(X)	(X)	(X)	(X)	0
	Percent	67.8%	2.3%	1.9%	56.3%	5.5%	0.1%	1.6%	0.0%	0.0%	0.0%	0.1%	0.0%	(X)	(X)	(X)	(X)	0.0%
	Female																	
	Number	2,270	60	55	1,965	180	0	15	0	0	0	0	0	(X)	(X)	(X)	(X)	0

