2018-2022

CLEMSON AREA TRANSIT



Table of Contents

- I. Company Description and History
- II. Organizational Chart
- III. EEO Policy Statement
- IV. EEO/AA Policy and Plan
- V. Dissemination of AA Policy and Plan
 - a. Internal Dissemination
 - b. External Dissemination
- VI. Designation of Personnel Responsibility
- VII. Utilization Analysis
 - a. Current Workforce
 - b. Availability Analysis
 - c. Whole Person Rule
- VIII. Goals and Timetables
 - IX. Assessment of Employment Practices
 - X. Monitoring and Reporting
 - XI. Internal EEO Complaint Procedures
- XII. Attachments
 - a. Organizational Chart
 - b. EEO 6w. State and Local Government Job Groups by Sex, and Race/Ethnicity
 - c. EEO-1 Job Categories by Sex, and Race/Ethnicity for Residence Geography
 - d. Workforce Analysis State
 - e. Workforce Analysis County

I. <u>COMPANY DESCRIPTION AND HISTORY</u>

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.

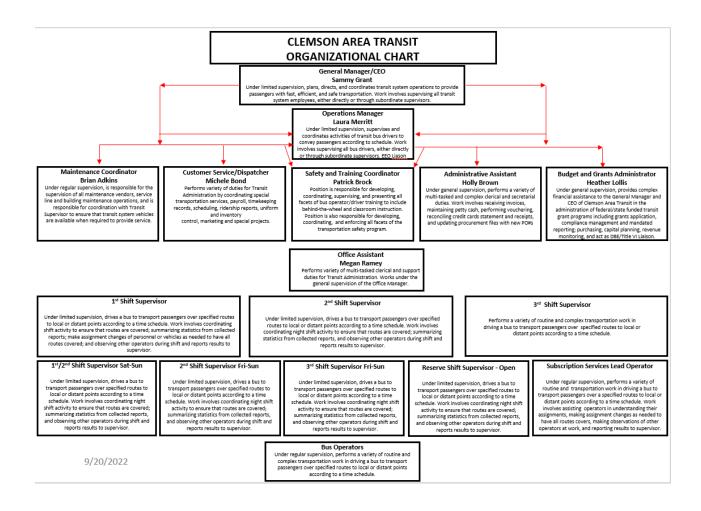
From the 2010 census, Clemson Area Transit has been re-designated from a rural, 5311 funded area, to part of the Greenville Urbanized Area. Greenville Pickens Area Transportation Study (GPATS), the Metropolitan Planning Organization for the Greenville-Pickens area, has been approved as the new "designated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

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 clemson.cat.gt@gmail.com.

III. ORGANIZATIONAL CHART

See Attachment A.



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 lar. CAT is an Equal Employment Opportunity employer. CAT is prohibited or 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.

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.

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:

- 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

- 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.

V. <u>DISSEMINATION OF AFFIRMATIVE ACTION POLICY AND PLAN</u>

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.
- 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 supplies 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.

VI. <u>DESIGNATION OF PERSONNEL RESPONSIBILTY</u>

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

- 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

VII. <u>UTILIZATION ANALYSIS</u>

A. Current Workforce

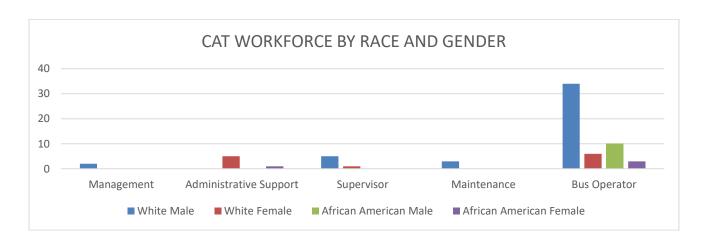
A demographic profile of the City of Clemson from the 2010 Census, as presented in the following table, shows that 79.8% are White non-Hispanic, 2.2% are Hispanic, 10.3% are Black, .1% are American Indian, and 8.1% are Asian.

RACE	CITY OF CLEMSON	STATE	CITY OF CLEMSON
	PERCENTAGE	PERCENTAGE	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	0%	.1%	1
other Pacific Islander			
Hispanic	2.2%	5.1%	308

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

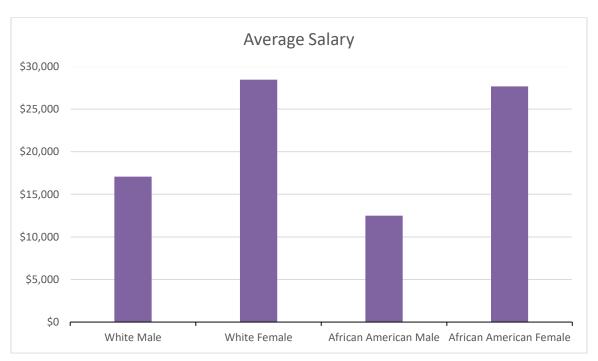
CLEMSON AREA TRANSIT WORKFORCE BY SERVICE TYPE

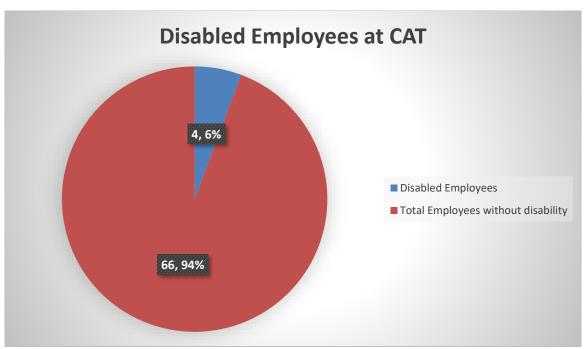
						Ra	ce					
Service Type	Wl	nite	Afı	rican	Ame	erican	As	sian	Na	tive	His	panic
			Ame	erican	Inc	lian			Haw	vaiian		
	Male	Female										
Management	2	0	0	0	0	0	0	0	0	0	0	0
Administrative Support		5		1								
Supervisor	5	1										
Maintenance	3	0										
Bus Operator	34	6	10	3								
Total	44	12	10	4								



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

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





B. Availability Analysis

An availability analysis is a comparison of the participation rates of minorities and women at various levels in the work force with their availability in relevant labor markets. Clemson Area Transit obtained the data for their availability analysis from the Census Bureau website: http://www.census.gov/people/eeotabulation/data/eeotables20062010.html. See Attachment B for State Analysis Data and Attachment C for Pickens County Analysis Data.

Clemson Area Transit compared statistical data of South Carolina workforce with CAT's workforce. Please see Attachment D.

Information gathered revealed the following:

- a. Technician position at CAT shows female are underrepresented by 1%.
- b. Administrative/Support Workers data shows a need for 1 minority and 2 females.
- c. Labors job category at CAT reveals that minorities and females are underrepresented by 13 minorities and 13 females.

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Officials and Administrators	22.00 to 40.00		2	2	0	2																	0	0.0%	0	0.0%	17.5	% 4	41.3%	-17.5%	-41.3%	0.35	0.83								
Technicians	12.00 to 17.00		3	3	0	3																	0	0.0%	0	0.0%	27.5			-27.5%		0.83	1.84				1.0%				
Administrative Support Workers	9.00 to 20.00		3	7	6	6	1								5	1							2	15.4%	6	46.2%				-11.7%	-20.2%					1.0%	2.0%				
Laborers/ Maintenance	9.00 to 18.00		2	43	9	34	g								6	3								23.1%	9	17.3%	48.3			-25.2%		13.12		3.0%	3.0%			3.0%	3.0%	4.09	4.0
Total AA - African Am HISP - Hispanic API - Asian Pac	:	70 n	AIA NH	N - A	mer Nati	45 ican ive H	10 India	an or	Alasi Othe	(an l			0 nder	11		1	0	0	0	0	0	_																			

CAT is located in Pickens County. CAT compared statistical data of Pickens County to their workforce also. Please see Attachments E.

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Administrative Support Workers	15.00 to 20.00		7	(6 (6 1	1						5		1						2	15.4%	. (6 46	5.2%	9.7%	76.7%	5.7%	-30.5%	(0.74)	3.97				3.0	1%				
Laborers/ Maintenance	9.00 to 18.00		43	Ç	34	4 9)						6		3						12	23.1%		9 17	7.3%	16.8%	10.7%	6.3%	6.6%	(3.26)	(3.44)									
Total		70	55	15	45	10	0	0	1	0	0	0	11	4	0	0	(0	0	0															1	ļ				
AA - African An		n	AIAN	- Am	erica	n India	an or	Alask	kan l	Nativ	е																													
HISP - Hispanic						Hawiia			r Pa	cific	Islan	der																												
API - Asian Pac	cific Isl	ander	Multi	- Tw	o or N	lore R	aces																												\perp					

C. Whole Person Rule

Under this method, underutilization is declared when an EEO group's availability exceeds the current workforce within that group by one or more persons. This rule is based on the premise that the employer cannot recruit less than a whole person. Formula is based on:

Total employees x Current%=x Total employees x Availability=y Y-X=Number of people

Min Females

Technicians 3*27.5%=.83 (no goal) 3*61.2%=1.84 (Goal of 1 person)

Administrative/Support 13*27.1%=1.52 (Goal of 1 person) 13*66.4%=2.63 (Goal of 2 people)

Labors/Maint 52*48.3%=13.12 (Goal of 13 people) 52*43.2%=13.46 (Goal of 13 people)

Applying the whole person rule:

- ❖ 1 female needs to be added to the Technicians job group.
- ❖ 1 minority needs to be added to the Administrative/Support Workers job group.
- ❖ 2 females need to be added to the Administrative/Support Workers job group.
- ❖ 13 minories and 13 females need to be added to the Laborers/Maintenance job group.

VIII. GOALS AND TIMETABLES

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.

Currently CAT does not have a female in this positon.

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.

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.

- 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.

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.

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 compliant 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.

Confidentially 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.

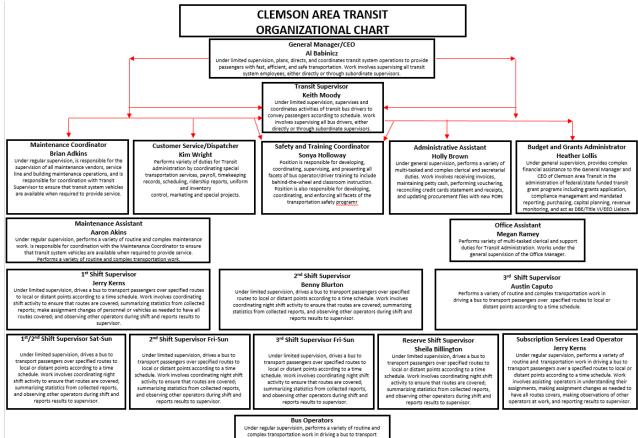
XII. ATTACHMENTS

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 Attachment E: Workforce Analysis County

Attachment A: Organizational Chart



Under regular supervision, performs a variety of routine and complex transportation work in driving a bus to transport passengers over specified routes to local or distant points according to a time schedule.

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

EEO-ALL06W

EEO 6w. State and Local Government Job Groups by Sex, and RacelEthnicity for Worksite Geography, Total Population Universe: Civilians employed at work 16 years and over EEO Tabulation 2006-2019 (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: South Carolina

	Total,															Balance o not Hispanic
	ethnicity	Hispanic	or Latino		Not Hispa	nic or Latino,	one raco	Native Hawaiian		Not	Hispani	or Lati	no, two or s		NKPI and	or Latino
		White alone Hispanic or Latine	All other Hispanic or Latino	White alone	Black or African American alone	American Indian and Alaska Native alone	Asian alone	and Other Pacific Islander alone	White and Black	White and AAAN	White and Asian	Black and AIAN	KHPI and White (Hawaii only)	KHPI and Asian (Hawaii only)	Asian and White (Hawzii only)	
Worksite Total								1.10-cv mos								
Officials/Administrators																
Total, both sexes Number	213,765	2,685	1,675	175.535	29.010	500	2.825	95	215	510	210	120	(31)	(X)	(X)	39
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)	0.21
Mate	100.011						1.00					4.1.1				
Number	125,455	1,845	935	108,540	11,320	285	1,950	15	90	290	70	85	(X)	(X)	(X)	
Percent	58.7%	0.8%	0.4%	50.6%	5.3%	0.1%	0.9%	0.0%	0.0%	0.1%	0.0%	0.0%	(X)	(X)	(X)	0.1
Fernale	*****								485						(90)	
Number Percent	88,315 41,3%	1,040	740 0.3%	66,965 31,3%	17,685 8.3%	0.1%	9.4%	0.0%	0.1%	0.1%	0.1%	0.0%	(X) (X)	(X)	(X)	0.1
Professionals	41.270	0.0%	0.3%	31.3%	0.276	0.1%	9.43	0.0%	0.1%	0.130	0.176	0.00				
Total, both seases																-
Number	316,720	3,755	1.725	247,830	51,365	630	8,495	65	300	705	495	330	(X)	(X)	(X)	1.0
Percent	100.0%	1.2%	0.5%	78.2%	16.2%	0.2%	2.7%	0.0%	0.1%	0.2%	0.2%	0.1%	(20)	(8)	(X)	0.3
Male																
Number	130,015	1,660	775	106,170	14,835	270	4,990	60	145	320	155	80	(24)	(X)	(X)	5
Percent	41.1%	0.5%	0.2%	33.5%	4.7%	0.1%	1.6%	0.0%	0.0%	0.1%	0.0%	0.0%	(X)	(X)	(X)	0.2
Female																
Number	188,710 59.0%	2,095	950	141,655	36,525	380	3,505	10	155	385 0.1%	0.1%	250	(X)	(X)	(X)	0.2
Percent Technicians	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)	0.2
Total, both sexes																-
Mumber	59.130	810	400	42,800	13.180	60	1.290	65	55	185	165	50	(%)	(X)	(X)	
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%	(20)	(8)	(X)	0.1
Male										-						
Number	22,940	500	160	18,600	2,995	40	445	0	25	125	30	10	(X)	(X)	(X)	
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%	(8)	(X)	(X)	0.0
Female											ļ					
Number	38,190	310	240	24,200	10,190	20	845	65	30	65	135	40	(20)	(X)	(X)	
Percent Protective service:	61.2%	0.5%	0.4%	40.9%	17.2%	0.0%	1.4%	0.1%	0.1%	0.1%	0.2%	0.1%	(30)	(8)	(X)	0.1
Swom							-									
Total, both sexes																
Number	39.275	545	280	25,745	12,100	160	130	0	25	140	45	15	(20)	(X)	(X)	
Percent	100.0%	1,4%	0.7%	65.6%	30.6%	0.4%	0.3%	0.0%	0.1%	0.4%	0.1%	0.0%	(X)	(X)	(X)	0.2
Male							-									
Number	30,465	390	245	21,425	7,990	115	95	0	10	110	35	15	(%)	(X)	(X)	-
Percent Female	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)	0.1
Number	8,810	155	35	4,320	4,110	40	35	0	10	30	15		(%)	(X)	(X)	
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)	0.2
Protective service: Non- swom																
Total, both seves																-
Number Percent	2,495 100.0%	1.8%	0.0%	1,890 75.8%	505 20 2%	0.2%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(X)	(X)	0.8
Male	100.0%	1.0%	0.0%	70.6%	20 2%	9.2%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	(24)	(%)	(X)	0.0
Number	1,250	25	0	1,055	145	0	4	0	0	0	0		(8)	(X)	(X)	
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%	(8)	(X)	(X)	0.8
Femalo					officers both fator			- I do the bridge								-
Number	1,245	15		840	360	4	25	0	0	0	0		(X)	(20)	(X)	
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%	(24)	(X)	(X)	0.0
Administrative support																
Total, both seves Number	509.570	6.610		201.425		1,220										
Percent	100.0%	1 3%	4,115	371,425 72.9%	116,170	0.2%	1.0%	95	0.3%	0.3%	570 0.1%	0.1%	(X)	(X)	(X)	0.2
Male	100.0%	. 3%	0.0%	14.9%	22.0%	9.2%	1.076	0.0%	0.5%	0.3%	0.1%	0.15	(X)	(X)	(X)	0.2
Number	171,235	2,245	1.335	132,450	31,350	340	1,900	30	425	430	165	35	(%)	(%)	(X)	5
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)	(%)	(20)	0.1
Female																
Number	338,335	4.370		238,980	84,820	890	3,370	65	930	845	410	280	(24)	(X)	(X)	6
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)	0.1
Skilled craft Total, both sees										-						
Total, both seess Number	195,555	11,480	7.585	138,265	34,165	064	1,140	125	210	680	200	150	(X)	(20)	(20)	9
Percent	100.0%	5.9%	3.9%	70.7%	17.5%	0.5%		0.1%	0.1%	0.3%	0.1%	0.1%	(X)	(X)	(X)	03
Mate	100.00	2.274	22/4	140.7.00		9.376	994	w.114	2		2.7		1/4	170	1/0	- 33
Number	184,230	11.250	7,330	131,205	30,685	910	1.005	125	190	655	180	130	(X)	(20)	(20)	5
Percent	94.2%	5.8%	3.7%		15.7%	0.5%		0.1%	0.1%	0.3%	0.1%	0.1%	(X)	(20)	(90)	0.3

	Total, race and othnicity	Hispanic	or Latino		Not Hisp	utic or Latino,	one rac			Not	Hispani	e or Lati	sa, two orr	nere races		Balance of not Hispanic or Latino
		White alone Hispanic or Latino	All other Hispanic or Latino	White	Black or Almoan American alone	American Indian and Ataska Native alone	Asian	Native Hawarian and Other Pacific Islander alone	White and Black	White and AlAN	White and Asian	Black and AIAN	NHPI and White (Hamaii onty)	NHP1 and Asian (Hawaii poly)	NHPI and Assan and White (Hanco) only)	
Fernale																
Number	11,320	235	260	7.000	3,480	.45	135		20	25	25	20	(X)	(8)	(9)	- 25
Percent	5.6%	0.1%	0.1%	3.6%	1.8%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	189	(10)	0.01
Service/Marterenes																
Total both seves																
Number	583,375	28.445	19.365	200,295	218 845	1,765	5,350	390	1,380	1,555	930	715	(X)	(20)	(90)	1.265
Percent	100.0%	4.9%	226	51.5%	37.5%	0.3%	1.4%	0.1%	0.2%	0.3%	0.2%	0.1%	(X)	(30)	(10)	0.2%
Mole																
Number	331,565	19.675	13,430	177,795	111,745	1,025	4,105	285	680	940	515	435	(X)	(20)	(8)	835
Percent	56.8%	3.4%	2.3%	30.5%	19.2%	0.2%	0.7%	0.014	0.1%	0.2%	0.1%	0.1%	(X)	(00)	(9)	0.1%
Fernale																
Number	251,810	8.770	5,936	122.500	107,105	740	4.275	100	700	560	315	280	(X)	(K)	(8)	430
Potcest	43.2%	1.5%	1.0%	21.0%	18.4%	0.1%	0.7%	0.0%	0.1%	0.1%	0.1%	0.0%	(30)	(8)	(0)	0.1%

Scarce: U.S. Census Bareau, 2005-2010 American Community Survey

Explanation of Synthols.

An "" entry in the inlarge of error column indicates that aither no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical text is not As "" entry in the margin of error column indicates that wither no sample observations were available to compute an absolute error and thus the margin of error. A statistical test a not appropriate.

An " entry is the willmake calcums indicates that is the mountain of error. A statistical test a not appropriate.

An " in first is the willmake calcums indicates that 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 window of an open ended distribution.

An " entry is the warpin of error observed in the estimate means the median falls in the lowest interval of an open ended distribution.

An " entry is the warpin of entry observed the estimate means the median falls in the lowest interval of an open ended distribution.

An " entry is the warpin of error observed includes that the restaunce of the upper interval of an open-ended distribution. A statistical test is not appropriate.

An " entry in the mergin of error observe includes that the estimate is controlled. A statistical test for sumplify variability is not appropriate.

An " (S)" means that the ostimate is not application or not available.

The U.S. Census Burrous collects race data in accordance with guidelines provided by the U.S. Office of Management and Budget (OMB). Except for the total, diffrace and exhibitly categories are mutually exclusive. Stack's refers to Black as African American: "AIAN" refers to American indian and Alaska Natines and "AIHB" refers to Native Havasian and Other Pacific Islandor. "The reference to "Havasi only "includes that Islandor is the second of the Pacific Islandor." AIAN" refers to American indian and Alaska Natives and "AIHB" refers to Native Havasian and Other Pacific Islandor. "The reference to "Havasi only "includes the Islandor in the Pacific Islandor is the Islandor in the Islandor is the Islandor Is

Race and Hispanic origin are separate concepts on the American Community Survey. "White alone Hispanic or Latino" acludes respondents who reported Hispanic or Latino origin and inported race as "White" and no other nace. "All other Hispanic or Latino" includes respondents who respondents who reported Hispanic or Latino," and the Hispanic or Latino origin and reported a race officer 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 Geogrational Classification 2010.

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arrang from camping variability is represented through the use of a margin of error. The value shown here is the 98 percent range of error in the interval defined by the estimate misses the margin of error and the estimate prior the margin of error and percent precision of error and the estimate prior the margin of error between the between the puper confidence bounds) confining the two value in addition to sampling variability, the ACS estimates are subject to remaining more for a discussion of nonsampling variability, as a Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

Source U.S. Census Buresu | American FactFinder

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 RacelEthnicity 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 aponsored by four Paderal 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 Personnel Management (OPM).

Estimate: Estimate | | |

	Total, race and ethnicity	Hispanic	or Latina		Not Histo	anie or Latino	. one rer			Net	Hispani	c or Last	ine, two cr	more races		Balance not Hispani or Latin
Subject	dimining	White afone Hispanic or Latino	All other Hispanic or Latino	White alone	Black or African American alone	American Indian and Alaska Native alone	Asian	Native Hawaiian and Other Pacific Islandor alono	White and Stack	White and AIAN	White and Asian	Black and AIAN	NKPI and White (Hawaii only)		MKPI and Asian and White (Hawali only)	
Officials and managers																
Total, both sexes															rMs	_
Number Percent	5,250 100.0%	0.8%	0.5%		250 4.8%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	(x)	(2)	(X)	0.0
Male	100.0%	0.0%	0.2%	82.0%	4.0%	0.0%	1.73	0.0%	0.0%	0.0%	0.0%	0.0%	(4)	474	- 00	
Number	2,850	4		2,650	140	0	55		0	. 0	0		(X)	(20)	(X)	-
Percent	54.3%	0.1%	0.0%	50.5%	2.7%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(0)	(X)	0.0
Female																
Number	2,400	35	25	2,205	110	0	25		0	0	0	0	(X)	(20)	(X)	
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)	(0)	(X)	0.0
Protessionals											l					
Total, both sexes Number	10,475	65	30	8,965	640	30	715			40	٥	0	(21)	(9)	(X)	-
Percent	100.0%	0.6%	0.3%	85.6%	8.1%	0.3%	6.8%	0.0%	0.0%	0.4%	0.0%	0.0%	(0)	(0)	(X)	0
Male	100.0%	0.0%	0.2%	03.0W	0.1%	0.0%	0.078	0.076		177					- 09	
Number	5,070	10	10	4,335	265	0	445		۰	10	0	0	(X)	(20)	(%)	
Percent	48.4%	0.1%	0.1%	41.4%	2.5%	0.0%		0.0%	0.0%	0.1%	0.0%	0.0%	(20)	(20)	(X)	0
Female	a la la management	11-1-1		-		-										
Number	5,405	50	20	4,630	370	30			0	30	0	0	(X)	(90)	(20)	
Percent	\$1.6%	0.5%	0.2%	44.2%	3.5%	0.3%	2.6%	0.0%	0.0%	0.3%	0.0%	0.0%	(21)	(30)	(%)	
Technicians																
Total, both seres Number	2,015		15	1,965	25	0				0		0	(%)	(20)	(20)	
Percent	100.0%	0.0%	0.7%		1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	(2)	(2)	(X)	
Male	100.0%		0.7%	21.2%	144	0.0%			0.0.4			0.010		279		-
Number	850		0	835	15	0		0		0	. 0	0	(X)	(20)	(X)	
Percent	41.8%	0.0%	0.0%	41.0%	0.7%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	(X)	(20)	(20)	
Female																
Number	1,165	0	15	1,150	10	0		0				0	(X)	(20)	(X)	
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%	(24)	(20)	(20)	. 0
Sales workers Total, both saxes	-						-		-							
Number	5,680	45	35	4,855	655	35	35			15		0	(24)	(20)	(20)	
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)	(20)	(20)	
Male																
Number	2,860	30	0	2.540	230	26	20	0	. 0	15	. 0	0	(X)	(20)	(20)	
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%	(24)	(20)	(20)	
Female																
Number	2.815	15	35	2.315	420	15		0	. 0		0	0	(X)	(20)	(%)	
Percent	49.6%	0.3%	0.6%	40.8%	7.4%	0.3%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	(24)	(20)	(20)	
Administrative support workers																
Total, both sexes	The water to the same			-	and the same of						-					
Number	8,115	60	55	7,300	595	15	38	0	40	0	0	.0	(X)	(20)	(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%	(2)	(2)	(00)	. 0
Male																
Number	1,890	20	15	1,570	220	4	20	0	40	0	0	0	(x)	(X)	(24)	
Percent Female	23.3%	0.2%	0.2%	19.3%	2.7%	0.0%	0.2%	0.0%	0.5%	0.0%	0.0%	0.0%	(X1)	(20)	(24)	. 0
Female Number	6.225	40	40	5,730	370	15	10	0		0	0	0	(A)	(X)	(20)	
Percent	76.7%	0.5%	0.5%	70.6%	4.5%	0.2%		0.0%	0.0%	0.0%	0.0%	0.0%	(2)		(4)	
Craft workers	12.7						- 1-7					1	7.4			
Total, both sexes								-16	4000							
Number	6,645	70	195	6,035	265	20	0	0	0	40	0	0	(x)		(30)	
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%	(24)	(X)	(20)	
Male	0.000			6.745								-	400	- 00		
Number Percent	6.250 94.1%	1.1%	195 2.9%	5,705 85.9%	3.1%	0.2%		0.0%	0.0%	0.6%	0.0%	0.0%	(X)	(2)	(4)	
Female	94,176	1,176	24%	03.9%	3.1%	0.2%	0.0%	0.0%	0.004	0.0%	0.0%	2.0%	543	(4)	54	
Number	395	0	0	330	60	10		0	0		0	0	(11)	(30)	(X)	
Percent	5.9%	0.0%	0.0%		0.9%		0.0%	0.0%	0.0%		0.0%		(x)		(20)	
Operatives											Condition of	- Handin		or the street of		
Total, both sexes																
Number	7,045	215	190	5,930	565	10			0	0	10	0	(X)		(20)	
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%	(24)	(20)	(20)	
Male	4,775	160	125	2000	385								-		- 40	
Percent	67.8%	2.3%		3,965 56.3%	385 5.5%	10 0.1%		0.0%	0.0%	0.0%	0.1%	0.0%	(x)		(20)	
Female	or.a%	2.3%	1.37%	30.3%	0.0%	0.1%	1.00	0.0%	0.0%	0.00%	0.1%	0.0%	(x)	(20)	64)	
Number	2.270	60	55	1.965	180	0	15	0			0	0	(21)	(20)	60	•

	Total. race and ethnicity	Hispanis	or Lotino		Net Hisp	anic or Latino	em nac			Net	Hispani	c or Lati	ino, two err	mare races		Balance o not Hispanic or Latino
Subject		White alone Hispania or Latino	All other Hispanic or Latino	White	Black or African American alone	American Indian and Ataska Native alone	Asian	Native Hawakan and Other Pacific Islander alone	White and Black	White and AIAN	White and Asian	Black and A/AN	MHPI and White (Hawaii only)	NHPI and Asian (Hawaii enty)	MHPI and Asian and White (Howaii only)	
Percent	32.2%	0.9%	0.8%	27.9%	2.6%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	(01)	(80)	(20)	0.0%
Laborers and helpers																
Total, both sexes																
Number	3,085	180	175	2,560	120	- 4	. 0	0	. 0	10	35	n.	(0)	110	(8)	
Percent:	100.0%	5.8%	5.7%	83.0%	3.9%	0.1%	0.0%	0.0%	0.0%	0.3%	1.0%	0.0%	(3)	(8)	.00	0.0%
Mole																
Number	2,755	180	175	2.245	110		D	. 0	0	10	30	0	(8)		(21)	
Percent	89.3%	5.8%	5.7%	72.8%	3.6%	0.0%	0.0%	0.0%	0.0%	0.3%	1.0%	0.0%	(0)	(10)	(10)	0.0%
Fernale																
Number	330		D	315	10	4	. 0	.0	0	. 0		0	(4)	(X)	(01)	
Percent	10.7%	0.0%	0.0%	10.2%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	90)	(20)	(9)	0.01
Service workers																
Total, both seeks																
Number	8,490	- 85	160	7,240	150	30	50	10	. 25	. 55	40	. 0	(8)	(X)	(24)	
Percent	100.0%	1.0%	1.25-	85.3%	10.0%	0.4%	0.6%	0.1%	0.3%	0.6%	0.5%	0.0%	(0)	(8)	(4)	0.01
Mate			100													
Nember	3,243	30	40	2.795	325	10	10	10	4	10	. 0	0	40	(20)	(8)	
Percent	38.2%	0.4%	0.5%	32.9%	2.8%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	(8)	(%)	(0)	0.91
Fernala			-													
Number	5,255	50	60	4,445	510		. 0	- 20	45	40	0	100	(20)	(8)	- 4	
Paicent	01.9%	0.6%	0.7%	52.4%	6.2%		0.0%	0.2%	0.5%	0.5%	0,016	.00	(8)	(0)	0.09	
Unemployed, no wish experience in the last 5 years or most recent job was in a military-specific occupation.																
Total both sexes																
Number	650	30	0	480	115	9	0	0	.25	- 0	0	.0	(90)	(20)	(30)	- 1
Percent	100.0%	4.6%	0.0%	73.8%	17.7%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	DO:	(9)	(20)	0.09
Male																
Number	300	10		193	75			. 0	10	. 0	0	0	(30)	- 00	(00)	
Percent	46.2%	3.1%	0.0%	20.0%	11.5%	0.0%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	(X)		(20)	0.09
Forrela																
Number	350	. 10		285	40		. 0		26	. 0	0	. 0	(X)		(20)	
Percent	53.8%	1.5%	0.0%	43.8%	6.2%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	(X)	- 00	(20)	0.01

Source: U.S. Cersus Bureau, 2009-2010 American Community Survey

Explanation of Symbobs.

An "" entry in the margin of error column indicates that other no sumple observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical text is not An "" entry in the margin of error column indicates that either no sample observations or to ten atmosphere stock waters once answers.

An " entry in the estimate column indicates that either no sample observations or too lew sample observations were available to compute an estimate, or a ratio of medians, parnet be calculated because one or both of the median estimates that in the lowest internal or upper internal of an open-ended distribution.

An "Showing a median estimate entry median falls in the lowest interval or apper ended distribution.

An "Individual a median estimate records the median this in the upper interval of an open-ended distribution.

An "Individual in the median ender that is the upper interval of an open-ended distribution. A statistical livet is not appropriate.

An """" entry in the mergin of error column indicates that the endeant else in the lowest interval or upper interval or upper interval.

An "N" entry in the estimate and margin of error columnal indicates that the estimate is entry appropriate.

An "N" entry in the estimate and margin of error columnal indicates that data for this geographic also cannot be displayed because the number of sample cases is too small.

An 'N, "mans that the estimate is not applicable or not available.

The U.S. Densus Bassar coalects race data in accostance with garcelines, provided by the U.S. Office of Management and Budget (DMB). Except for the total, all race and efficiely collegories are matually exclusive.
"Back" refers to Back or Attorn American. "AIAN" refers to American indian and Attacks feature and "RMM" refers to Back or Attorn American. The reference to "Have" collections that these columns are only bloodated for arrespond to state of Haves. "Belonce or Net Repeated or Laters" includes the balance of non-integration individuals who reported multiple races or reported Some Other Race alone. For more information on race and Happans origin, see the Surject Definitions of the committee of the committ

Race and Hopaste origin are separate concepts on the American Community Survey. "White alone Hispanic or Lates" includes respondents who reported Hispanic or Lates origin and reported as order race. "All other Hispanic or Lates" includes respondents who reported Hispanic or Lates." and the two columns for "White slone or in combination. To get a total for "Hispanic or Lates." and the two columns for "White slone Hispanic or Lates" and "All other Hispanic or Lates."

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

Data are based on a sumple and are subject to camping variability. The dispose of uncertainty for an estimate arising from sampling variability is consecred through the case of a margin of error. The margin of error can be interpreted roughly an providing a 50 percent probability that the interval defined by the estimate margin of error are margin of error and the outstands place the margin of error (the lower and approximately to be subject to a sampling error (the lower and approximately to be subject to a sampling error (the new and subject to assumpting error (the new additional error of the Data). The effect of consequence is not represented in these tables.

Source U.S. Census Bureau | American FactFinder

Attachment	D.	Workforce	Analysis St	tate
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			4 YR	NIN F				4.0%		
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CLEMSON AREA TRANSIT WORKFORCE ANALYSIS (STATE)	der- on	nU i	iii∌∩	NIM						\square
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		EEO Job	Category		Officials and Administrators	Technicians	Administrative Support Workers	Laborers/ Maintenance	Total AA - African American HISP - Hispanic	API - Asian Pacific Islander Multi - Two or More Races

Attachment E: Workforce Analysis County

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						Curre	Current Period As Of: January 2015	iod As	Of: Ja	ınuary	, 2015								tnent			% Æil		der- on		COA				PRO	VECTED	PROJECTED % INCREASE	EASE			
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12.00 to 17.00		3	3 0	3													0	0.0%		<u></u>	%0.0	1.9%	- 58.2%	.1.9%	-58.2%	90.0	1.75				1.0%					
Administrative 15.00 Support to Workers 20.00	13	3 7	9 /	9							2						2	15.4%		9 46.	46.2%	9.7%	76.7%	5.7%	-30.5%	(0.74)	3.97				3.0%					
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AA - African American		M M	# #	AIAN - American Indian or Alaskan Native	Indian	or Ala	skan	ative		-	_		_								_			-												
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