



Raymond Buxton, II
Commissioner

STATE OF SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

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July 7, 2017

VIA EMAIL TO JENNIFER DOBSON AND CHARLES APPELBY

Hon. Neal A. Collins, Hon. Mandy Powers Norrell,
Hon. Robert L. Ridgeway, III, and
Hon. Laurie Slade-Funderburk
S. C. House Legislative Oversight Committee
Economic Development, Transportation, and
Natural Resources Subcommittee
PO Box 11867
Columbia, SC 29211

RE: *South Carolina Human Affairs Commission – Supplemental Requests for Information*

Dear Honorable Members of the Subcommittee:

On June 27, 2017, your Subcommittee presented our Agency with various questions that arose from our presentation on June 22, 2017. Thereafter, on June 28, I, along with Fair Housing Department Director Marvin Caldwell, and Staff Counsel Lee Ann Rice met with Committee staff members Jennifer Dobson (Director of Research), and Charles Appleby (Chief Counsel). Later that day, Ms. Dobson alerted our Agency that the Honorable Chair of the Subcommittee had granted an “extension in providing the statistical information to the Subcommittee.” Furthermore, Mr. Appleby posed additional questions via email to the meeting participants on June 30, 2017.

Herein, please find our responses to currently pending questions, in anticipation of our presentation on July 10, 2017. As noted below, some data is still in the process of being researched, pursuant to the June 28th extension.

Question - Discrimination Complaints

“For calendar years 2016 and 2017, please provide a statistical breakdown, each month statewide and by county of the complaints the Agency has received through its intake division including: (a) category of alleged discrimination, (b) number of cases dismissed without investigation overall and by category of alleged discrimination, and (c) number of cases investigated overall and by category of alleged discrimination. For the number of cases investigated, please note how many have resulted in a finding and how many are still under investigation. Please coordinate with Committee staff to determine an appropriate format to provide this information.”

Our mission is to eliminate and prevent unlawful discrimination in employment, housing and public accommodations.

Answer- Please see the attached spreadsheets entitled Housing Intake Data 2016-2017, Housing Investigation Data 2016-2017, EEO Enforcement Intake Data 2016-2017, EEO Enforcement Investigation Data 2016-2017, and Public Accommodations and 90e Data 2016-2017. The Agency has reached out to our Federal counterparts for the information requested by the Subcommittee as it relates to the breakdown by county. As such, we seek an extension until July 31 to provide final data as to county of origin for each complaint received or investigated. If the Agency were to undertake a manual review of this data, it would likely take one staff member several weeks to gather. It is important to note that complaints may originate from individuals outside of South Carolina, if they sought housing or employment in the state. Additionally, while our Agency has attempted to work with Committee staff to determine an appropriate format for this information, should the Honorable Members of the Subcommittee need clarification, please let the Agency know.

Question - Interaction with Federal Government

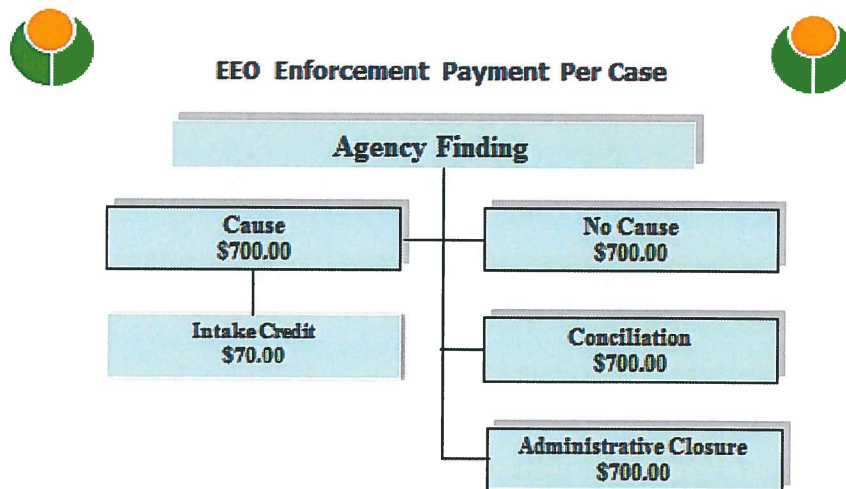
“What percentage of the Agency’s budget is federal funds?”

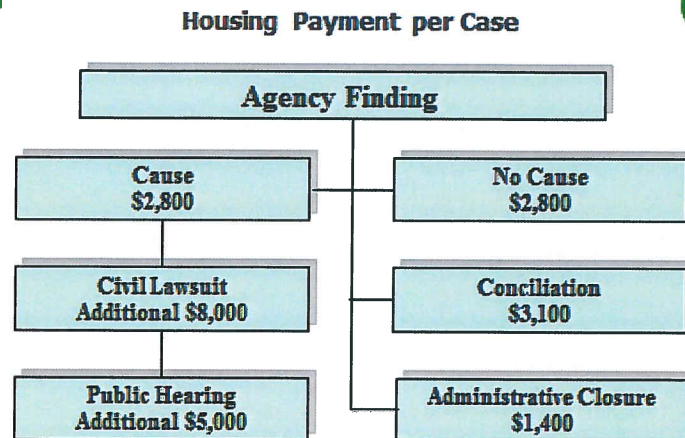
Answer – 31 %

Question - Interaction with Federal Government

“Please explain how the Agency is reimbursed by the federal government for both housing and employment cases.”

Answer – Please see below:





Question - *Interaction with Federal Government*

“Please provide a list of agencies required to provide the state with an affirmative action plan and annotate this list to indicate which agencies are required to provide the federal government with an affirmative action plan.”

Answer – Please see attached Excel Spreadsheet entitled Percentage of Goal Attainment (Alphabetical Order) FY 2015-2016.

Question - *Finances*

“Please provide the Subcommittee with the amount of the Agency’s carryforward funds for fiscal year 2016-17.”

Answer – The carryforward for 2015-2016 was \$186,651 and the carryforward for 2016-2017 is projected to be \$180,026.

Question – *From Charles Appleby related to Investigation Processes*

“Can the Agency please review these documents [flow charts attached to the email] and let us know of any revisions needed to ensure they are accurate?”

Answer – Please see the attached revised flow charts (Flow Chart SCHAC Fair Housing and Flow Chart SCHAC Employment). Additionally, the “reasonable cause determined prior to the Conciliation Effort” is a determination by the Commission that a hearing should be held due to the facts uncovered during investigation. An Order is issued in conjunction with the Commission’s reasonable cause determination. This is not a judgment – rather it is a determination on the allegations contained in the charge. No judgment is rendered until a hearing is held before a panel of the Commission’s Board members.

During the meeting among Agency personnel and Committee staff on June 28, Mr. Appleby asked about the actual costs of investigation, based on processing times. Attempting to average case processing costs is incredibly challenging, given the many variables for each case closure. We have **roughly** calculated the average costs for various closures, based on average hours on a matter by specific personnel, and the average salaries of staff members performing the work. This chart was created by staff members and not a Budget Analyst.

Type of Case – Employment*	Estimated Cost	Total # of Closures for Calendar Years 2016-Current
Successful Mediation that Results in a Case Closure	\$545.21	118 (112 Withdrawn with Settlement)
Investigation when no Mediation has been held	\$1,083.88	1,311
Investigation after Unsuccessful Mediation	\$1,300.62	57

Type of Case – Housing*	Estimated Cost	Total # of Closures for Calendar Years 2016-Current
Conciliation	\$3,346.21	56
Investigation	\$3,089.35	47

*Certain withdrawals and administrative closures vary too greatly to be captured in these charts

The Committee staff also asked for our Intake Officers’ referral sheet, which is attached and entitled SCHAC Referral Listings.

We have also included, as attachments, letters of support from the South Carolina Bar and South Carolina State Chamber of Commerce.

Finally, we appreciate the leadership that your subcommittee has shown in undertaking this study of our Agency. We sincerely hope that this process will shine light on our Agency’s mission, while also identifying solutions to current obstacles. We welcome the Subcommittee’s feedback and look forward to continuing to work with you and your staff in the months to come.

Sincerely Yours,



Raymond Buxton, II
Commissioner

cc: John A. Oakland, Chairman
SCHAC’s Board of Commissioners

Attachments:

Housing Intake Data 2016-2017 (Excel)
Housing Investigation Data 2016-2017 (Excel)
EEO Enforcement Intake Data 2016-2017 (Excel)
EEO Enforcement Investigation Data 2016-2017 (Excel)
Public Accommodations Data 2016-2017 (Excel)
Percentage of Goal Attainment (Alphabetical Order) FY 2015-2016 (Excel)
Flow Chart SCHAC Fair Housing (Word)
Flow Chart SCHAC Employment (Word)
SCHAC Referral Listings (PDF)
South Carolina Bar letter (PDF)
South Carolina State Chamber of Commerce letter (PDF)

Fair Housing Intake - 2016

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Calls	9	11	26	8	16	9	17	14	14	15	13	12	164
Questionnaires Received	0	3	8	10	19	17	9	12	9	10	15	13	125
Complaints Prepared	3	7	11	6	1	8	4	4	4	4	7	13	72
Referred to HUD	0	1	0	1	3	0	0	0	0	0	0	0	5
Dismissed	0	3	0	4	1	0	0	0	0	1	0	0	9

Fair Housing Intake - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Calls	13	14	8	7	9	21							72
Questionnaires Received	14	10	13	14	34	26							111
Complaints Prepared	8	5	9	13	14	34							83
Referred to HUD	0	0	0	1	2	1							4
Dismissed	3	0	1	1	0	4							9

HOUSING - 2016

HOUSING - 2016

	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	TOTAL
1 Active Complaints Brought Forward	19	17	22	24	23	26	20	22	18	17	21	27	
2 Complaints Received	3	10 (1 RET)	6 (1 RET)	8	6 (1 RET)	8	3	3	6	6	9	7	53
By Protected Class:													
Race	0	3	1	0	0	2	0	1	1	1	3	1	13
Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	1	2	0	0	0	0	0	1	0	0	4
Handicap	2	3	1	5	3	2	2	1	4	4	6	5	38
Familial Status	0	0	0	0	1	1	0	0	1	0	0	0	3
National Origin	0	0	0	1	0	0	1	1	0	0	0	0	3
Multiple	1	3	2	0	1	3	0	0	0	0	0	1	11
3 Total (Line 1 + Line 2)	22	27	28	32	29	34	23	25	24	23	30	34	
4 Investigation Completed	5	4	5 (1 RET)	9	3	14 (1 RET)	1	7 (1 RET)	7	2	3	6	40
By Protected Class:													
Race	3	1	0	2	0	3	0	0	3	0	0	1	13
Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	2	0	0	0	0	0	0	3
Handicap	2	1	1	6	2	4	1	6	2	1	3	3	32
Familial Status	0	0	0	0	0	0	0	0	0	1	0	0	1
National Origin	0	1	0	0	0	1	0	0	0	0	0	1	3
Multiple	0	1	3	1	0	3	0	0	1	0	0	1	10
5 Final Action Taken	5	4	5	9	3	14	1	7	7	2	3	6	66
Categories:													
Administrative Closure	3	0	1	2	1	0	1	0	0	0	0	0	8
Conciliation/Settlement	0	3	1	6	1	7	0	4	4	0	3	3	32
No Cause	2	1	3	1	1	7	0	3	3	2	0	3	26
Closed with Cause	0	0	0	\$0	0	0	0	1	0	0	0	0	1
Monetary Value of Settlement	\$ -	\$ 6,150	\$ -	\$ 6,000		\$ 12,960	\$ -	\$ 3,355	\$ 11,871	\$ -	\$ 1,424	\$ 1,333	\$ 43,093
6 Active Complaints on Hand (Line 3 - Line 5)	17	23	24	23	26	20	22	18	17	21	27	28	
Status:													
Under Investigation	17	23	24	23	26	20	22	18	17	21	27	28	
Pending Hearing	0	0	0	0	0	0	0	1	1	1	1	1	

HOUSING - 2017

	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	TOTAL
1 Active Complaints Brought Forward	28	28	31	34	39	35							
2 Complaints Received	6	10	8	13	9	21							67
By Protected Class:													
Race	1	3	0	1	1	1							7
Color	0	0	0	0	0	0							0
Religion	0	0	0	0	0	0							0
Sex	0	1	1	0	0	0							2
Handicap	5	5	5	8	5	19							47
Familial Status	0	0	1	0	0	0							1
National Origin	0	1	0	1	0	1							3
Multiple	0	0	1	3	3	0							7
3 Total (Line 1 + Line 2)	34	38	39	47	48	56	0	0	0	0	0	0	
4 Investigation Completed	6	7	5	8	13	9							48
By Protected Class:													
Race	1	1	2	2	3	0							9
Color	0	0	0	0	0	0							0
Religion	0	0	0	0	0	0							0
Sex	0	0	0	0	0	1							1
Handicap	3	6	2	4	8	7							30
Familial Status	2	0	0	0	0	0							2
National Origin	0	0	0	0	1	0							1
Multiple	0	0	1	2	1	1							5
5 Final Action Taken	6	7	5	8	13	9							48
Categories:													
Administrative Closure	1	0	0	1	0	2							4
Conciliation/Settlement	3	6	3	3	7	2							24
No Cause	2	1	2	4	6	4							19
Closed with Cause	0	0	0	0	0	1							1
Monetary Value of Settlement	\$ 2,450	\$ 4,200	\$ 2,250	\$ 2,925	\$ 3,000	\$ 1,750							\$ 16,575
6 Active Complaints on Hand (Line 3 - Line 5)	28	31	34	39	35	47	0	0	0	0	0	0	
Status:													
Under Investigation	28	31	34	39	35	47							
Pending Hearing	1	1	1	1	0	1							

INTAKE - 2016

	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	TOTAL
1 Intake Total Contacts	466	487	564	581	596	571	494	718	572	525	498	404	6476
2 Initial Inquiries Received	252	279	300	298	322	327	267	452	333	282	285	228	3625
3 Referrals to Other Agencies	19	17	17	23	17	14	23	32	20	25	17	19	243
4 Referrals to SC Bar Association LRS	4	6	3	4		1	3	2	4	4	3	1	35
5 Complaints Received	78	108	88	105	112	82	81	127	113	84	62	82	1122
6 Dismissals	14	23	30	31	17	15	22	33	26	21	23	21	276
7 Charges Prepared	72	53	71	63	119	69	84	65	76	63	47	78	860
8 Non-Employment Charges Prepared	12	1	7	1		5	2	2	3	2		5	40

INTAKE - 2017

	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	TOTAL
1 Intake Total Contacts	513	480	460	447	428	486							2814
2 Initial Inquiries Received	307	297	309	292	289	302							1796
3 Referrals to Other Agencies	25	25	18	18	21	23							130
4 Referrals to SC Bar Association LRS	4	7	3	2	2	4							22
5 Complaints Received	105	66	93	85	84	100							533
6 Dismissals	24	24	14	24	18	21							125
7 Charges Prepared	63	54	67	52	93	69							398
8 Non-Employment Charges Prepared	1	1	2	3		2							9

COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of		January 2016		A	B	C	D
		15/16	14/15	YTD 15/16	YTD 14/15		
1	Active Complaints Brought Forward	471	563	*622	682		
2	Complaints Received	79	43	506	416		
BY PROTECTED CLASS:							
	Race	14	11	115	99		
	Sex	9	6	58	54		
	Age	7	2	45	36		
	Religion	1	1	5	6		
	National Origin	0	0	2	2		
	Race & Sex/Multiple	31	15	188	153		
	Retaliation	3	0	18	4		
	Color	0	0	0	0		
	Disability/ADA	14	8	75	62		
3	Total (Line 1 + Line 2)	550	606	1,128	1,098		
4	Complaints Waived to EEOC	9	4	51	32		
BY PROTECTED CLASS :							
	Race	1	1	8	10		
	Sex	1	0	9	5		
	Age	0	1	5	3		
	Religion	1	0	3	0		
	National Origin	0	0	0	0		
	Race & Sex/ Multiple	4	2	17	9		
	Retaliation	0	0	1	1		
	Color	0	0	0	0		
	Disability/ADA	2	0	8	4		
5	Total Complaints Accepted (Line 3 – Line 4)	541	602	1,077	1,066		
6	Adjustments/Transfers for Prior Months	0	0	7	4		
7	Total Complaints (Line 5 – Line 6)	541	602	1,070	1,062		
8	INVESTIGATIONS COMPLETED	83	55	612	515		
BY PROTECTED CLASS :							
	Race	29	11	139	133		
	Sex	9	7	75	83		
	Age	11	6	45	39		
	Religion	2	2	11	6		
	National Origin	0	1	5	5		
	Race & Sex/Multiple	18	21	215	154		
	Retaliation	4	2	22	13		
	Color	0	0	0	0		
	Disability/ADA	10	5	100	82		
9	FINAL ACTIONS TAKEN	83	55	612	515		
BY CATEGORIES:							
	Administrative Closures	17	8	139	73		
	No Causes	58	39	402	377		
	Conciliations/Settlements	8	7	71	64		
	Monetary Value of Settlements	\$115,083	\$154,190	\$758,871	\$480,565		
	Unsuccessful Conciliations	0	1	0	1		
	Orders Issued	0	0	0	0		
	ACTIVE CASES ON HAND	458	547	458	547		
STATUS:							
	Under Investigation	458	547	458	547		
	Pending Conciliation	0	0	0	0		
	Pending Hearing	0	0	0	0		

Column A - Indicates complaint monthly activity current fiscal year.

Column B - Indicates complaint activity same month prior fiscal year.

Column C - Indicates cumulative complaint activity from July 1, 2015 to date. (YTD)

Column D - Indicates cumulative complaint activity year to date (YTD) prior to fiscal year.

* - Indicates number of complaints on hand as of July 1, 2015.

COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of February 2016		A 15/16	B 14/15	C YTD 15/16	D YTD 14/15
1	Active Complaints Brought Forward	458	547	*622	682
2	Complaints Received	90	66	596	482
BY PROTECTED CLASS:					
	Race	23	12	138	111
	Sex	5	5	63	59
	Age	7	6	52	42
	Religion	0	1	5	7
	National Origin	2	1	4	3
	Race & Sex/Multiple	43	25	231	178
	Retaliation	3	1	21	5
	Color	0	0	0	0
	Disability/ADA	7	15	82	77
3	Total (Line 1 + Line 2)	548	613	1,218	1,164
4	Complaints Waived to EEOC	13	14	64	46
BY PROTECTED CLASS :					
	Race	4	3	12	13
	Sex	1	1	10	6
	Age	0	3	5	6
	Religion	0	0	3	0
	National Origin	0	0	0	0
	Race & Sex/ Multiple	6	4	23	13
	Retaliation	0	0	1	1
	Color	0	0	0	0
	Disability/ADA	2	3	10	7
5	Total Complaints Accepted (Line 3 – Line 4)	535	599	1,154	1,118
6	Adjustments/Transfers for Prior Months	0	1	7	5
7	Total Complaints (Line 5 – Line 6)	535	598	1,147	1,113
8	INVESTIGATIONS COMPLETED	72	35	684	550
BY PROTECTED CLASS :					
	Race	13	6	152	139
	Sex	10	6	85	89
	Age	6	4	51	43
	Religion	0	0	11	6
	National Origin	0	0	5	5
	Race & Sex/Multiple	28	12	243	166
	Retaliation	4	1	26	14
	Color	0	0	0	0
	Disability/ADA	11	6	111	88
9	FINAL ACTIONS TAKEN	72	35	684	550
BY CATEGORIES:					
	Administrative Closures	18	6	157	79
	No Causes	41	18	443	395
	Conciliations/Settlements	13	11	84	75
	Monetary Value of Settlements	\$141,965	\$118,037	\$900,836	598,602
	Unsuccessful Conciliations	0	0	0	1
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	463	563	463	563
STATUS:					
	Under Investigation	463	563	463	563
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

Column A - Indicates complaint monthly activity current fiscal year.

Column B - Indicates complaint activity same month prior fiscal year.

Column C - Indicates cumulative complaint activity from July 1, 2015 to date. (YTD)

Column D - Indicates cumulative complaint activity year to date (YTD) prior to fiscal year.

* - Indicates number of complaints on hand as of July 1, 2015.

COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of March 2016		A 15/16	B 14/15	C YTD 15/16	D YTD 14/15
1	Active Complaints Brought Forward	463	563	*622	682
2	Complaints Received	58	212	654	694
BY PROTECTED CLASS:					
	Race	14	43	152	154
	Sex	6	35	69	94
	Age	2	13	54	55
	Religion	1	3	6	10
	National Origin	0	1	4	4
	Race & Sex/Multiple	26	73	257	251
	Retaliation	2	11	23	16
	Color	0	0	0	0
	Disability/ADA	7	33	89	110
3	Total (Line 1 + Line 2)	521	775	1,276	1,376
4	Complaints Waived to EEOC	7	12	71	58
BY PROTECTED CLASS :					
	Race	1	4	13	17
	Sex	1	2	11	8
	Age	0	1	5	7
	Religion	0	0	3	0
	National Origin	0	0	0	0
	Race & Sex/ Multiple	4	4	27	17
	Retaliation	0	0	1	1
	Color	0	0	0	0
	Disability/ADA	1	1	11	8
5	Total Complaints Accepted (Line 3 – Line 4)	514	763	1,205	1,318
6	Adjustments/Transfers for Prior Months	1	4	8	9
7	Total Complaints (Line 5 – Line 6)	513	759	1,197	1,309
8	INVESTIGATIONS COMPLETED	76	47	760	597
BY PROTECTED CLASS :					
	Race	11	7	163	146
	Sex	12	13	97	102
	Age	4	4	55	47
	Religion	0	1	11	7
	National Origin	0	1	5	6
	Race & Sex/Multiple	32	16	275	182
	Retaliation	3	0	29	14
	Color	0	0	0	0
	Disability/ADA	14	5	125	93
9	FINAL ACTIONS TAKEN	76	47	760	597
BY CATEGORIES:					
	Administrative Closures	18	8	175	87
	No Causes	43	28	486	423
	Conciliations/Settlements	15	11	99	86
	Monetary Value of Settlements	\$218,480	\$72,600	\$1,119,316	\$671,202
	Unsuccessful Conciliations	0	0	0	1
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	437	712	437	712
STATUS:					
	Under Investigation	437	712	437	712
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

Column A - Indicates complaint monthly activity current fiscal year.

Column B - Indicates complaint activity same month prior fiscal year.

Column C - Indicates cumulative complaint activity from July 1, 2015 to date. (YTD)

Column D - Indicates cumulative complaint activity year to date (YTD) prior to fiscal year.

* - Indicates number of complaints on hand as of July 1, 2015.

COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of April 2016		A 15/16	B 14/15	C YTD 15/16	D YTD 14/15
1	Active Complaints Brought Forward	437	712	*622	682
2	Complaints Received	71	144	725	838
BY PROTECTED CLASS:					
	Race	6	18	158	172
	Sex	8	11	77	105
	Age	4	14	58	69
	Religion	1	3	7	13
	National Origin	1	3	5	7
	Race & Sex/Multiple	42	61	299	312
	Retaliation	1	6	24	22
	Color	0	0	0	0
	Disability/ADA	8	28	97	138
3	Total (Line 1 + Line 2)	508	856	1,347	1,520
4	Complaints Waived to EEOC	15	12	86	70
BY PROTECTED CLASS :					
	Race	0	0	13	17
	Sex	0	1	11	9
	Age	2	1	7	8
	Religion	1	0	4	0
	National Origin	1	0	1	0
	Race & Sex/ Multiple	9	7	36	24
	Retaliation	0	1	1	2
	Color	0	0	0	0
	Disability/ADA	2	2	13	10
5	Total Complaints Accepted (Line 3 – Line 4)	493	844	1,261	450
6	Adjustments/Transfers for Prior Months	0	1	8	10
7	Total Complaints (Line 5 – Line 6)	493	843	1,253	1,440
8	INVESTIGATIONS COMPLETED	73	57	833	654
BY PROTECTED CLASS :					
	Race	13	15	176	161
	Sex	5	3	102	105
	Age	5	5	60	52
	Religion	0	0	11	7
	National Origin	1	0	6	6
	Race & Sex/Multiple	37	21	312	203
	Retaliation	2	1	31	15
	Color	0	0	0	0
	Disability/ADA	10	12	135	105
9	FINAL ACTIONS TAKEN	73	57	833	654
BY CATEGORIES:					
	Administrative Closures	14	8	189	
	No Causes	49	38	535	461
	Conciliations/Settlements	10	10	109	96
	Monetary Value of Settlements	\$33,750	\$150,488	\$1,153,066	\$821,690
	Unsuccessful Conciliations	0	1	0	2
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	420	786	420	786
STATUS:					
	Under Investigation	420	786	420	786
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of May 2016		A	15/16	B	14/15	C	D	YTD
						YTD 15/16		14/15
1	Active Complaints Brought Forward		420		786	*622		682
2	Complaints Received		91		70	816		908
BY PROTECTED CLASS:								
	Race		20		13	178		185
	Sex		12		12	89		117
	Age		9		5	67		74
	Religion		1		0	8		13
	National Origin		1		0	6		7
	Race & Sex/Multiple		30		25	329		337
	Retaliation		2		1	26		23
	Color		0		0	0		0
	Disability/ADA		16		14	113		152
3	Total (Line 1 + Line 2)		511		856	1,438		1,590
4	Complaints Waived to EEOC		22		9	108		79
BY PROTECTED CLASS :								
	Race		4		0	17		17
	Sex		3		2	14		11
	Age		0		2	7		10
	Religion		0		0	4		0
	National Origin		0		0	1		0
	Race & Sex/ Multiple		10		4	46		28
	Retaliation		1		0	2		2
	Color		0		0	0		0
	Disability/ADA		4		1	17		11
5	Total Complaints Accepted (Line 3 – Line 4)		489		847	1,330		1,511
6	Adjustments/Transfers for Prior Months		0		1	8		11
7	Total Complaints (Line 5 – Line 6)		489		846	1,322		1,500
8	INVESTIGATIONS COMPLETED		108		138	941		792
BY PROTECTED CLASS :								
	Race		25		28	201		189
	Sex		10		17	112		122
	Age		11		11	71		63
	Religion		2		1	13		8
	National Origin		1		4	7		10
	Race & Sex/Multiple		42		49	354		252
	Retaliation		3		3	34		18
	Color		0		0	0		0
	Disability/ADA		14		25	149		130
9	FINAL ACTIONS TAKEN		108		138	941		792
BY CATEGORIES:								
	Administrative Closures		17		19	206		114
	No Causes		79		104	614		565
	Conciliations/Settlements		12		15	121		111
	Monetary Value of Settlements	\$81,	\$81,895		\$290,128	\$1,234,961		1,111,818
	Unsuccessful Conciliations		0		0	0		2
	Orders Issued		0		0	0		0
	ACTIVE CASES ON HAND		381		708	381		708
STATUS:								
	Under Investigation		381		708	381		708
	Pending Conciliation		0		0	0		0
	Pending Hearing		0		0	0		0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of June 2016		A 15/16	B 14/15	C YTD 15/16	D YTD 14/15
1	Active Complaints Brought Forward	381	708	*622	682
2	Complaints Received	122	69	938	977
BY PROTECTED CLASS:					
	Race	41	10	219	195
	Sex	13	11	102	128
	Age	6	7	73	81
	Religion	0	1	8	14
	National Origin	0	0	6	7
	Race & Sex/Multiple	42	23	371	360
	Retaliation	3	3	29	26
	Color	0	0	0	0
	Disability/ADA	17	14	130	166
3	Total (Line 1 + Line 2)	503	777	1,560	1,659
4	Complaints Waived to EEOC	9	9	117	88
BY PROTECTED CLASS :					
	Race	3	1	20	18
	Sex	2	4	16	15
	Age	0	0	7	10
	Religion	0	0	4	0
	National Origin	0	0	1	0
	Race & Sex/ Multiple	4	1	50	29
	Retaliation	0	1	2	3
	Color	0	0	0	0
	Disability/ADA	0	2	17	13
5	Total Complaints Accepted (Line 3 – Line 4)	494	768	1,443	1,571
6	Adjustments/Transfers for Prior Months	2	0	10	11
7	Total Complaints (Line 5 – Line 6)	492	768	1,433	1,560
8	INVESTIGATIONS COMPLETED	62	146	1003	938
BY PROTECTED CLASS :					
	Race	15	26	216	215
	Sex	6	21	118	143
	Age	3	14	74	77
	Religion	0	1	13	9
	National Origin	0	1	7	11
	Race & Sex/Multiple	23	52	377	304
	Retaliation	3	2	37	20
	Color	0	0	0	0
	Disability/ADA	12	29	161	159
9	FINAL ACTIONS TAKEN	62	146	1,003	938
BY CATEGORIES:					
	Administrative Closures	11	30	217	
	No Causes	42	100	656	665
	Conciliations/Settlements	9	16	130	127
	Monetary Value of Settlements	\$148,500	\$191,672	\$1,383,461	1,304,428
	Unsuccessful Conciliations	0	0	0	2
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	430	622	430	622
STATUS:					
	Under Investigation	430	622	430	622
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of		July 2016		A	B	C	D
		16/17	15/16	YTD 16/17	YTD 15/16		
1	Active Complaints Brought Forward	430	622	*430	622		
2	Complaints Received	203	77	203	77		
BY PROTECTED CLASS:							
	Race	55	21	55	21		
	Sex	20	9	20	9		
	Age	10	3	10	3		
	Religion	0	1	0	1		
	National Origin	2	0	2	0		
	Race & Sex/Multiple	70	32	70	32		
	Retaliation	4	0	4	0		
	Color	0	0	0	0		
	Disability/ADA	42	11	42	11		
3	Total (Line 1 + Line 2)	633	699	633	699		
4	Complaints Waived to EEOC	12	5	12	5		
BY PROTECTED CLASS :							
	Race	1	0	1	0		
	Sex	2	0	2	0		
	Age	2	0	2	0		
	Religion	0	1	0	1		
	National Origin	0	0	0	0		
	Race & Sex/ Multiple	6	3	6	3		
	Retaliation	0	0	0	0		
	Color	0	0	0	0		
	Disability/ADA	1	1	1	1		
5	Total Complaints Accepted (Line 3 – Line 4)	621	694	621	694		
6	Adjustments/Transfers for Prior Months	0	0	0	0		
7	Total Complaints (Line 5 – Line 6)	621	694	621	694		
8 INVESTIGATIONS COMPLETED							
BY PROTECTED CLASS :							
	Race	14	22	14	22		
	Sex	8	12	8	12		
	Age	4	2	4	2		
	Religion	0	0	0	0		
	National Origin	0	1	0	1		
	Race & Sex/Multiple	32	24	32	24		
	Retaliation	2	3	2	3		
	Color	0	0	0	0		
	Disability/ADA	9	3	9	3		
9 FINAL ACTIONS TAKEN							
BY CATEGORIES:							
	Administrative Closures	7	24	7	24		
	No Causes	48	43	48	43		
	Conciliations/Settlements	14	10	14	10		
	Monetary Value of Settlements	\$201,462	\$94,461	\$201,462	\$94,461		
	Unsuccessful Conciliations	0	0	0	0		
	Orders Issued	0	0	0	0		
ACTIVE CASES ON HAND							
STATUS:							
	Under Investigation	552	617	552	617		
	Pending Conciliation	0	0	0	0		
	Pending Hearing	0	0	0	0		

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of August 2016		A 16/17	B 15/16	C YTD 16/17	D YTD 15/16
1	Active Complaints Brought Forward	552	617	*430	622
2	Complaints Received	106	111	309	188
BY PROTECTED CLASS:					
	Race	19	28	74	49
	Sex	15	8	35	17
	Age	4	10	14	13
	Religion	0	0	0	1
	National Origin	1	1	3	1
	Race & Sex/Multiple	37	43	107	75
	Retaliation	3	4	7	4
	Color	0	2	0	0
	Disability/ADA	27	17	69	28
3	Total (Line 1 + Line 2)	658	728	739	810
4	Complaints Waived to EEOC	7	6	19	11
BY PROTECTED CLASS :					
	Race	0	1	1	1
	Sex	3	2	5	2
	Age	0	1	2	1
	Religion	0	0	0	1
	National Origin	0	0	0	0
	Race & Sex/ Multiple	2	1	8	4
	Retaliation	1	0	1	0
	Color	0	0	0	0
	Disability/ADA	1	1	2	2
5	Total Complaints Accepted (Line 3 – Line 4)	651	722	720	799
6	Adjustments/Transfers for Prior Months	0	7	0	7
7	Total Complaints (Line 5 – Line 6)	651	715	720	792
8	INVESTIGATIONS COMPLETED	144	174	213	251
BY PROTECTED CLASS :					
	Race	39	31	53	53
	Sex	12	24	20	36
	Age	13	10	17	12
	Religion	0	7	0	7
	National Origin	1	2	1	3
	Race & Sex/Multiple	53	60	85	84
	Retaliation	5	8	7	11
	Color	0	0	0	0
	Disability/ADA	21	32	30	45
9	FINAL ACTIONS TAKEN	144	174	213	251
BY CATEGORIES:					
	Administrative Closures	17	31	24	
	No Causes	106	132	154	175
	Conciliations/Settlements	21	11	35	21
	Monetary Value of Settlements	\$164,100	\$79,972	\$365,562	\$174,433
	Unsuccessful Conciliations	0	0	0	0
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	507	541	507	541
STATUS:					
	Under Investigation	507	541	507	541
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of September 2016		A 16/17	B 15/16	C YTD 16/17	D YTD 15/16
1	Active Complaints Brought Forward	507	541	*430	622
2	Complaints Received	44	50	353	238
BY PROTECTED CLASS:					
	Race	8	9	82	58
	Sex	8	11	43	28
	Age	2	3	16	16
	Religion	0	1	0	2
	National Origin	0	0	3	1
	Race & Sex/Multiple	15	14	122	89
	Retaliation	1	1	8	5
	Color	0	0	0	0
	Disability/ADA	10	11	79	39
3	Total (Line 1 + Line 2)	551	591	783	860
4	Complaints Waived to EEOC	8	6	27	17
BY PROTECTED CLASS :					
	Race	2	1	3	2
	Sex	3	2	8	4
	Age	0	0	2	1
	Religion	0	1	0	2
	National Origin	0	0	0	0
	Race & Sex/ Multiple	2	1	10	5
	Retaliation	0	0	1	0
	Color	0	0	0	0
	Disability/ADA	1	1	3	3
5	Total Complaints Accepted (Line 3 – Line 4)	543	585	756	843
6	Adjustments/Transfers for Prior Months	0	0	0	7
7	Total Complaints (Line 5 – Line 6)	543	585	756	836
8 INVESTIGATIONS COMPLETED		88	140	301	391
BY PROTECTED CLASS :					
	Race	32	24	85	77
	Sex	7	15	27	51
	Age	5	10	22	22
	Religion	1	2	1	9
	National Origin	2	1	3	4
	Race & Sex/Multiple	27	54	112	138
	Retaliation	0	5	7	16
	Color	0	0	0	0
	Disability/ADA	14	29	44	74
9 FINAL ACTIONS TAKEN		88	140	301	391
BY CATEGORIES:					
	Administrative Closures	12	36	36	91
	No Causes	66	93	220	268
	Conciliations/Settlements	10	11	45	32
	Monetary Value of Settlements	\$109,280	\$155,469	\$474,842	\$329,902
	Unsuccessful Conciliations	0	0	0	0
	Orders Issued	0	0	0	0
ACTIVE CASES ON HAND		455	445	455	445
STATUS:					
	Under Investigation	455	445	455	445
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of October 2016		A 16/17	B 15/16	C YTD 16/17	D YTD 15/16
1	Active Complaints Brought Forward	455	445	*430	622
2	Complaints Received	73	34	426	272
BY PROTECTED CLASS:					
	Race	20	9	102	67
	Sex	8	3	51	31
	Age	5	5	21	21
	Religion	1	1	1	3
	National Origin	1	0	4	1
	Race & Sex/Multiple	21	11	143	100
	Retaliation	1	0	9	5
	Color	0	0	0	0
	Disability/ADA	16	5	95	44
3	Total (Line 1 + Line 2)	528	479	856	894
4	Complaints Waived to EEOC	8	5	35	22
BY PROTECTED CLASS :					
	Race	0	2	3	4
	Sex	1	1	9	5
	Age	0	1	2	2
	Religion	0	0	0	2
	National Origin	0	0	0	0
	Race & Sex/ Multiple	2	1	12	6
	Retaliation	0	0	1	0
	Color	0	0	0	0
	Disability/ADA	5	0	8	3
5	Total Complaints Accepted (Line 3 – Line 4)	520	474	821	872
6	Adjustments/Transfers for Prior Months	0	0	0	7
7	Total Complaints (Line 5 – Line 6)	520	474	821	865
8	INVESTIGATIONS COMPLETED	124	70	425	461
BY PROTECTED CLASS :					
	Race	28	22	113	99
	Sex	14	8	41	59
	Age	8	6	30	28
	Religion	0	0	1	9
	National Origin	1	1	4	5
	Race & Sex/Multiple	47	25	159	163
	Retaliation	3	2	10	18
	Color	1	0	1	0
	Disability/ADA	22	6	66	80
9	FINAL ACTIONS TAKEN	124	70	425	461
BY CATEGORIES:					
	Administrative Closures	8	18	44	109
	No Causes	98	44	318	312
	Conciliations/Settlements	18	8	63	40
	Monetary Value of Settlements	\$119,690	\$44,476	\$594,532	\$374,378
	Unsuccessful Conciliations	0	0	0	0
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	396	404	396	404
STATUS:					
	Under Investigation	396	404	396	404
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of		November 2016		A	B	C	D
		16/17	15/16	YTD 16/17	YTD 15/16		
1	Active Complaints Brought Forward	396	404	*430	622		
2	Complaints Received	66	43	492	315		
BY PROTECTED CLASS:							
	Race	14	6	116	73		
	Sex	5	4	56	35		
	Age	3	9	24	30		
	Religion	2	0	3	3		
	National Origin	0	0	4	1		
	Race & Sex/Multiple	33	17	176	117		
	Retaliation	1	1	10	6		
	Color	0	0	0	0		
	Disability/ADA	8	6	103	50		
3	Total (Line 1 + Line 2)	462	447	922	937		
4	Complaints Waived to EEOC	8	10	43	32		
BY PROTECTED CLASS :							
	Race	0	0	3	4		
	Sex	1	2	10	7		
	Age	0	2	2	4		
	Religion	0	0	0	2		
	National Origin	0	0	0	0		
	Race & Sex/ Multiple	4	3	16	9		
	Retaliation	0	1	1	1		
	Color	0	0	0	0		
	Disability/ADA	3	2	11	5		
5	Total Complaints Accepted (Line 3 – Line 4)	454	437	879	905		
6	Adjustments/Transfers for Prior Months	0	0	0	7		
7	Total Complaints (Line 5 – Line 6)	454	437	879	898		
8	INVESTIGATIONS COMPLETED	66	44	491	505		
BY PROTECTED CLASS :							
	Race	14	7	127	106		
	Sex	5	3	46	62		
	Age	6	4	36	32		
	Religion	0	0	1	9		
	National Origin	1	0	5	5		
	Race & Sex/Multiple	23	24	182	187		
	Retaliation	2	0	12	18		
	Color	0	0	1	0		
	Disability/ADA	15	6	81	86		
9	FINAL ACTIONS TAKEN	66	44	491	505		
BY CATEGORIES:							
	Administrative Closures	5	8	49	117		
	No Causes	51	21	369	333		
	Conciliations/Settlements	10	15	73	55		
	Monetary Value of Settlements	\$92,000	\$149,557	\$686,532	523,935		
	Unsuccessful Conciliations	0	0	0	0		
	Orders Issued	0	0	0	0		
	ACTIVE CASES ON HAND	388	393	388	393		
STATUS:							
	Under Investigation	388	393	388	393		
	Pending Conciliation	0	0	0	0		
	Pending Hearing	0	0	0	0		

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of December 2016		A 16/17	B 15/16	C YTD 16/17	D YTD 15/16
1	Active Complaints Brought Forward	388	393	*430	622
2	Complaints Received	61	112	553	427
BY PROTECTED CLASS:					
	Race	10	28	126	101
	Sex	5	14	61	49
	Age	12	8	36	38
	Religion	0	1	3	4
	National Origin	0	1	4	2
	Race & Sex/Multiple	30	40	206	157
	Retaliation	0	9	10	15
	Color	0	0	0	0
	Disability/ADA	4	11	107	61
3	Total (Line 1 + Line 2)	449	505	983	1,049
4	Complaints Waived to EEOC	6	10	49	42
BY PROTECTED CLASS :					
	Race	1	3	4	7
	Sex	0	1	10	8
	Age	1	1	3	5
	Religion	0	0	0	2
	National Origin	0	0	0	0
	Race & Sex/ Multiple	4	4	20	13
	Retaliation	0	0	1	1
	Color	0	0	0	0
	Disability/ADA	0	1	11	6
5	Total Complaints Accepted (Line 3 – Line 4)	443	495	934	1,007
6	Adjustments/Transfers for Prior Months	0	0	0	7
7	Total Complaints (Line 5 – Line 6)	443	495	934	1,000
8	INVESTIGATIONS COMPLETED	75	24	566	529
BY PROTECTED CLASS :					
	Race	15	4	142	110
	Sex	7	4	53	66
	Age	4	2	40	34
	Religion	1	0	2	9
	National Origin	0	0	5	5
	Race & Sex/Multiple	36	10	218	197
	Retaliation	2	0	14	18
	Color	0	0	1	0
	Disability/ADA	10	4	91	90
9	FINAL ACTIONS TAKEN	75	24	566	529
BY CATEGORIES:					
	Administrative Closures	8	5	57	122
	No Causes	52	11	421	344
	Conciliations/Settlements	15	8	88	63
	Monetary Value of Settlements	\$151,600	\$119,853	\$838,132	\$643,788
	Unsuccessful Conciliations	0	0	0	0
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	368	471	368	471
STATUS:					
	Under Investigation	368	471	368	471
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of January 2017		A 16/17	B 15/16	C YTD 16/17	D YTD 15/16
1	Active Complaints Brought Forward	368	471	*430	622
2	Complaints Received	192	79	745	506
BY PROTECTED CLASS:					
	Race	38	14	164	115
	Sex	24	9	85	58
	Age	11	7	47	45
	Religion	1	1	4	5
	National Origin	3	0	7	2
	Race & Sex/Multiple	73	31	279	188
	Retaliation	7	3	17	18
	Color	0	0	0	0
	Disability/ADA	35	14	142	75
3	Total (Line 1 + Line 2)	560	550	1,175	1,128
4	Complaints Waived to EEOC	18	9	67	51
BY PROTECTED CLASS :					
	Race	3	1	7	8
	Sex	0	1	10	9
	Age	2	0	5	5
	Religion	0	1	0	3
	National Origin	0	0	0	0
	Race & Sex/ Multiple	10	4	30	17
	Retaliation	0	0	1	1
	Color	0	0	0	0
	Disability/ADA	3	2	14	8
5	Total Complaints Accepted (Line 3 – Line 4)	542	541	1,108	1,077
6	Adjustments/Transfers for Prior Months	1	0	1	7
7	Total Complaints (Line 5 – Line 6)	541	541	1,107	1,070
8 INVESTIGATIONS COMPLETED					
BY PROTECTED CLASS :					
	Race	6	29	148	139
	Sex	7	9	60	75
	Age	2	11	42	45
	Religion	0	2	2	11
	National Origin	1	0	6	5
	Race & Sex/Multiple	25	18	243	215
	Retaliation	1	4	15	22
	Color	0	0	1	0
	Disability/ADA	12	10	103	100
9 FINAL ACTIONS TAKEN					
BY CATEGORIES:					
	Administrative Closures	12	17	69	139
	No Causes	33	58	454	402
	Conciliations/Settlements	9	8	97	71
	Monetary Value of Settlements	\$29,954	\$115,083	\$868,068	758,871
	Unsuccessful Conciliations	0	0	0	0
	Orders Issued	0	0	0	0
ACTIVE CASES ON HAND					
STATUS:					
	Under Investigation	487	458	487	458
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

Column A - Indicates complaint monthly activity current fiscal year.

Column B - Indicates complaint activity same month prior fiscal year.

Column C - Indicates cumulative complaint activity from July 1, 2016 to date. (YTD)

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* - Indicates number of complaints on hand as of July 1, 2016.

COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of February 2017		A 16/17	B 15/16	C YTD 16/17	D YTD 15/16
1	Active Complaints Brought Forward	487	458	*430	622
2	Complaints Received	111	90	856	596
BY PROTECTED CLASS:					
	Race	24	23	188	138
	Sex	16	5	101	63
	Age	9	7	56	52
	Religion	0	0	4	5
	National Origin	3	2	10	4
	Race & Sex/Multiple	33	43	312	231
	Retaliation	3	3	20	21
	Color	0	0	0	0
	Disability/ADA	23	7	165	82
3	Total (Line 1 + Line 2)	598	548	1,286	1,218
4	Complaints Waived to EEOC	7	13	74	64
BY PROTECTED CLASS :					
	Race	2	4	9	12
	Sex	1	1	11	10
	Age	0	0	5	5
	Religion	0	0	0	3
	National Origin	0	0	0	0
	Race & Sex/ Multiple	3	6	33	23
	Retaliation	0	0	1	1
	Color	0	0	0	0
	Disability/ADA	1	2	15	10
5	Total Complaints Accepted (Line 3 – Line 4)	591	535	1,212	1,154
6	Adjustments/Transfers for Prior Months	0	0	1	7
7	Total Complaints (Line 5 – Line 6)	591	535	1,211	1,147
8	INVESTIGATIONS COMPLETED	83	72	703	684
BY PROTECTED CLASS :					
	Race	30	13	178	152
	Sex	10	10	70	85
	Age	6	6	48	51
	Religion	0	0	2	11
	National Origin	0	0	6	5
	Race & Sex/Multiple	21	28	264	243
	Retaliation	2	4	17	26
	Color	0	0	1	0
	Disability/ADA	14	11	117	111
9	FINAL ACTIONS TAKEN	83	72	703	684
BY CATEGORIES:					
	Administrative Closures	15	18	84	157
	No Causes	53	41	507	443
	Conciliations/Settlements	15	13	112	84
	Monetary Value of Settlements	\$69,489	\$141,965	\$937,557	900,836
	Unsuccessful Conciliations	0	0	0	0
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	508	463	508	463
STATUS:					
	Under Investigation	508	463	508	463
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of		March 2017		A	B	C	D
		16/17	15/16	YTD 16/17	YTD 15/16		
1	Active Complaints Brought Forward	508	463	*430	622		
2	Complaints Received	112	58	968	654		
BY PROTECTED CLASS:							
	Race	25	14	213	152		
	Sex	8	6	109	69		
	Age	7	2	63	54		
	Religion	1	1	5	6		
	National Origin	0	0	10	4		
	Race & Sex/Multiple	49	26	361	257		
	Retaliation	1	2	21	23		
	Color	1	0	1	0		
	Disability/ADA	20	7	185	89		
3	Total (Line 1 + Line 2)	620	521	1,398	1,276		
4	Complaints Waived to EEOC	18	7	92	71		
BY PROTECTED CLASS :							
	Race	3	1	12			
	Sex	1	1	12	11		
	Age	1	0	6	5		
	Religion	0	0	0	3		
	National Origin	0	0	0	0		
	Race & Sex/ Multiple	8	4	41	27		
	Retaliation	1	0	2	1		
	Color	0	0	0	0		
	Disability/ADA	4	1	19	11		
5	Total Complaints Accepted (Line 3 – Line 4)	602	514	1,306	1,205		
6	Adjustments/Transfers for Prior Months	0	1	1	8		
7	Total Complaints (Line 5 – Line 6)	602	513	1,305	1,197		
8	INVESTIGATIONS COMPLETED	69	76	772	760		
BY PROTECTED CLASS :							
	Race	14	11	192	163		
	Sex	6	12	76	97		
	Age	11	4	59	55		
	Religion	0	0	2	11		
	National Origin	0	0	6	5		
	Race & Sex/Multiple	25	32	289	275		
	Retaliation	2	3	19	29		
	Color	0	0	1	0		
	Disability/ADA	11	14	128	125		
9	FINAL ACTIONS TAKEN	69	76	772	760		
BY CATEGORIES:							
	Administrative Closures	6	18	90			
	No Causes	56	43	563	486		
	Conciliations/Settlements	7	15	119	99		
	Monetary Value of Settlements	\$33,250	\$218,480	\$970,807	\$1,119,316		
	Unsuccessful Conciliations	0	0	0	0		
	Orders Issued	0	0	0	0		
	ACTIVE CASES ON HAND	533	437	533	437		
STATUS:							
	Under Investigation	533	437	533	437		
	Pending Conciliation	0	0	0	0		
	Pending Hearing	0	0	0	0		

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of April 2017		A 16/17	B 15/16	C YTD 16/17	D YTD 15/16
1	Active Complaints Brought Forward	533	437	*430	622
2	Complaints Received	85	71	1,053	725
BY PROTECTED CLASS:					
	Race	24	6	237	158
	Sex	20	8	129	77
	Age	3	4	66	58
	Religion	0	1	5	7
	National Origin	0	1	10	5
	Race & Sex/Multiple	23	42	384	299
	Retaliation	3	1	24	24
	Color	0	0	1	0
	Disability/ADA	12	8	197	97
3	Total (Line 1 + Line 2)	618	508	1,483	1,347
4	Complaints Waived to EEOC	9	15	101	86
BY PROTECTED CLASS :					
	Race	1	0	13	13
	Sex	1	0	13	11
	Age	1	2	7	7
	Religion	0	1	0	4
	National Origin	0	1	0	1
	Race & Sex/ Multiple	4	9	45	36
	Retaliation	0	0	2	1
	Color	0	0	0	0
	Disability/ADA	2	2	21	13
5	Total Complaints Accepted (Line 3 – Line 4)	609	493	1,382	1,261
6	Adjustments/Transfers for Prior Months	0	0	1	8
7	Total Complaints (Line 5 – Line 6)	609	493	1,381	1,253
8	INVESTIGATIONS COMPLETED	73	73	845	833
BY PROTECTED CLASS :					
	Race	16	13	208	176
	Sex	8	5	84	102
	Age	4	5	63	60
	Religion	1	0	3	11
	National Origin	0	1	6	6
	Race & Sex/Multiple	33	37	322	312
	Retaliation	2	2	21	31
	Color	0	0	1	0
	Disability/ADA	9	10	137	135
9	FINAL ACTIONS TAKEN	73	73	845	833
BY CATEGORIES:					
	Administrative Closures	20	14	110	189
	No Causes	36	49	599	535
	Conciliations/Settlements	17	10	136	109
	Monetary Value of Settlements	\$105,543	\$33,750	\$1,076,350	1,153,066
	Unsuccessful Conciliations	0	0	0	0
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	536	420	536	420
STATUS:					
	Under Investigation	536	420	536	420
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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COMPLIANCE PROGRAMS MONTHLY ACTIVITY REPORT

For the Month of May 2017		A 16/17	B 15/16	C YTD 16/17	D YTD 15/16
1	Active Complaints Brought Forward	536	420	*430	622
2	Complaints Received	72	91	1,125	816
BY PROTECTED CLASS:					
	Race	16	20	253	178
	Sex	18	12	147	89
	Age	5	9	71	67
	Religion	0	1	5	8
	National Origin	0	1	10	6
	Race & Sex/Multiple	29	30	413	329
	Retaliation	0	2	24	26
	Color	0	0	1	0
	Disability/ADA	4	16	201	113
3	Total (Line 1 + Line 2)	608	511	1,555	1,438
4	Complaints Waived to EEOC	11	22	112	108
BY PROTECTED CLASS :					
	Race	0	4	13	17
	Sex	8	3	21	14
	Age	0	0	7	7
	Religion	0	0	0	4
	National Origin	0	0	0	1
	Race & Sex/ Multiple	3	10	48	46
	Retaliation	0	1	2	2
	Color	0	0	0	0
	Disability/ADA	0	4	21	17
5	Total Complaints Accepted (Line 3 – Line 4)	597	489	1,443	1,330
6	Adjustments/Transfers for Prior Months	0	0	1	8
7	Total Complaints (Line 5 – Line 6)	597	489	1,442	1,322
8	INVESTIGATIONS COMPLETED	95	108	940	941
BY PROTECTED CLASS :					
	Race	23	25	231	201
	Sex	15	10	99	112
	Age	4	11	67	71
	Religion	2	2	5	13
	National Origin	1	1	7	7
	Race & Sex/Multiple	26	42	348	354
	Retaliation	0	3	21	34
	Color	0	0	1	0
	Disability/ADA	24	14	161	149
9	FINAL ACTIONS TAKEN	95	108	940	941
BY CATEGORIES:					
	Administrative Closures	19	17	129	206
	No Causes	60	79	659	614
	Conciliations/Settlements	16	12	152	121
	Monetary Value of Settlements	\$144,579	\$81,895	\$1,220,929	\$1,234,951
	Unsuccessful Conciliations	0	0	0	0
	Orders Issued	0	0	0	0
	ACTIVE CASES ON HAND	502	381	502	381
STATUS:					
	Under Investigation	502	381	502	381
	Pending Conciliation	0	0	0	0
	Pending Hearing	0	0	0	0

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90e and Public Accommodation Investigation Statistics

	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	TOTAL
1 Complaints Received	4	2	2	2	1	1	2	3	0	3	1	1	22
2 Complaints Closed -Unable to Resolve	1	2	0	5	0	0	0	1	2	0	1	0	12
3 Complaints Closed - Settled with Benefit	0	0	0	0	0	0	0	0	0	0	1	1	2

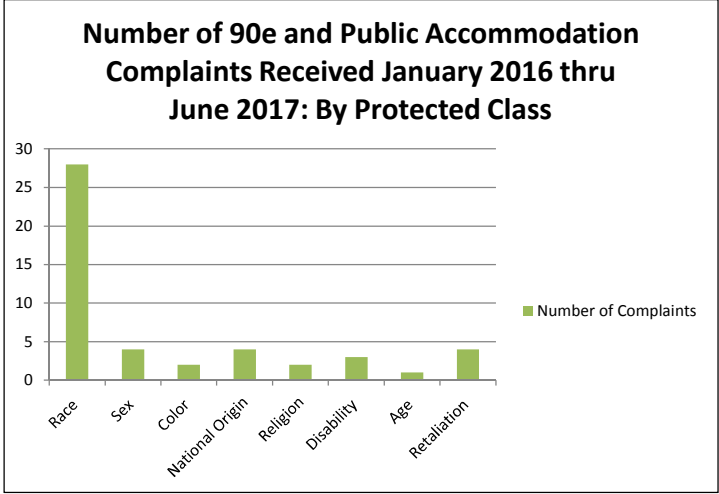
***Settled with Benefit may include, but is not limited to, gift card given, letter of apology written, monetary compensation received, and/or corrective action taken by Respondent to eliminate any future discrimination.**

90e and Public Accommodation Investigation Statistics

	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	TOTAL
1 Complaints Received	4	0	1	1	2	2	10
2 Complaints Closed -Unable to Resolve	2	2	0	2	3	0	9
3 Complaints Closed - Settled with Benefit	0	1	0	2	2	0	5

Settled with Benefit may include, but is not limited to, gift card given, letter of apology written, monetary compensation received, and/or corrective action taken by Respondent to eliminate any future discrimination.

Number of 90e and Public Accommodation Complaints Received January 2016 thru June 2017: By Protected Class	
Basis	Number of Complaints
Race	28
Sex	4
Color	2
National Origin	4
Religion	2
Disability	3
Age	1
Retaliation	4



*****Number of Complaints Received by protected class may exceed the actual number of complaints received due to cases having multiple bases.*****

Agencies who Report to SCHAC

Alphabetical Order

Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
54	Accident Fund, State	82.4	48	Florence-Darlington Technical College	83.4
51	Adjutant General's Office	83.1	58	Forestry Commission	80.2
36	Administration, Department of	85.9	67	Francis Marion University	73.6
65	Agriculture, Department of	75.4	21	Governor's School for Arts & Humanities	91.7
20	Aiken Technical College	91.8	57	Governor's School for Science & Math	81.0
28	Alcohol and other Drug Abuse Services	88.4	25	Greenville Technical College	89.7
15	Archives and History, Department of	92.8	29	Health and Environmental Control	88.0
1	Arts Commission	100.0	22	Health and Human Services, Department	91.5
27	Attorney General's Office	88.5	1	Higher Education, Commission on	100.0
64	Auditor's Office, State	76.8	19	Horry-Georgetown Technical College	91.9
32	Blind, Commission for the	86.8	45	Indigent Defense	84.4
30	Central Carolina Technical College	87.9	44	Insurance, Department of	84.5
72	Citadel, The	67.5	53	John de la Howe School	82.5
70	Clemson University	71.0	52	Juvenile Justice, Department of	83.0
57	Coastal Carolina University	81.0	7	Labor, Licensing and Regulation, Dept.	96.4
40	College of Charleston	85.4	71	Lander University	69.8
13	Commerce, Department of	93.6	35	Law Enforcement Division, State	86.3
17	Comptroller General's Office	92.2	34	Library, State	86.4
38	Consumer Affairs, Office of	85.7	59	Lieutenant Governor's Office	80.0
38	Corrections, Department of	85.7	50	Medical University Hospital	83.2
49	Criminal Justice, Academy	83.3	52	Medical University of South Carolina	83.0
26	Deaf and Blind, School of	89.3	46	Mental Health, Department of	83.9
66	Denmark Technical College	75.2	9	Midlands Technical College	95.8
18	Disabilities & Special Needs, Dept. of	92.0	11	Motor Vehicles, Department of	94.4
14	Education, Department of	93.2	1	Museum Commission	100.0
11	Education Lottery, South Carolina	94.4	60	Natural Resources, Department of	79.2
5	Educational Television Commission	96.9	66	Northeastern Technical College	75.2
17	Election Commission, State	92.2	6	Orangeburg-Calhoun Technical College	96.7
16	Employment and Workforce	92.6	63	Parks, Recreation & Tourism, Dept. of	77.4
52	Financial Institutions, SC Board of	83.0	68	Patriot's Point	73.4
56	Fiscal Accountability Authority, State	82.2	12	Piedmont Technical College	94.2

Agencies who Report to SCHAC

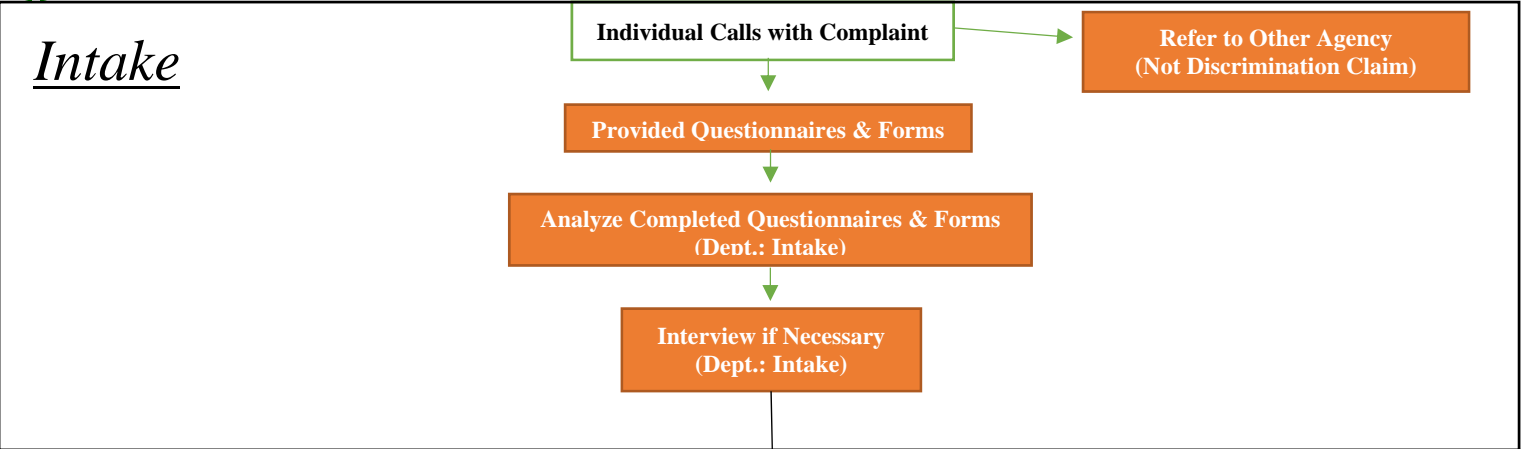
Alphabetical Order

Chart C (Page 2 of 2)

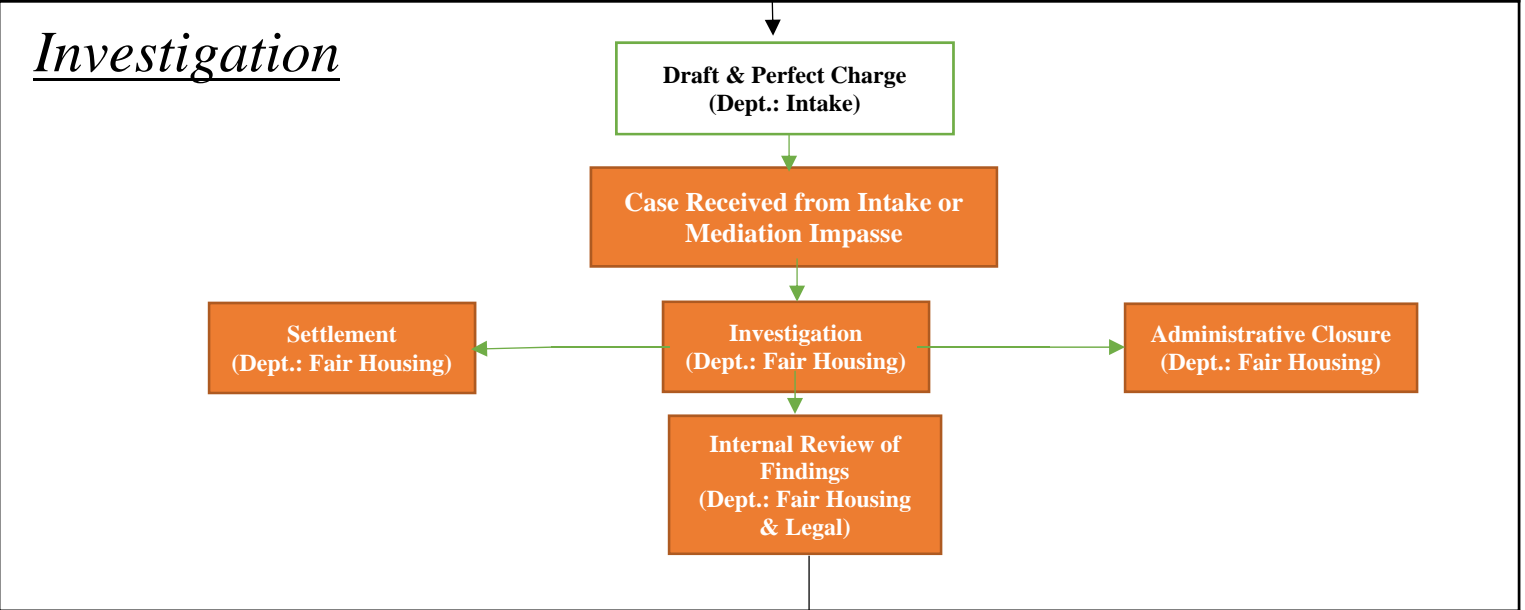
RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
62	Ports Authority, State	77.8		*Housing, Finance and Development	<i>Exempt</i>
55	Probation, Pardon and Parole Department c	82.3			
31	Public Employee Benefit Authority	87.6			
37	Public Safety, Department of	85.8			
23	Public Service Commission	90.9			
33	Regulatory Staff, Office of	86.5			
37	Retirement Systems	85.8			
10	Revenue, Department of	95.4			
54	Revenue and Fiscal Affairs	82.4			
3	Santee Cooper	98.5			
1	Secretary of State	100.0			
12	Social Services, Department of	94.2			
69	South Carolina State University	71.3			
22	Spartanburg Community College	91.5			
39	Technical College of the Low Country	85.5			
42	Technical and Comprehensive	84.8			
61	Transportation, Department of	78.3			
24	Treasurer's Office, State	89.8			
43	Tri-County Technical College	84.7			
2	Trident Technical College	99.0			
58	University of South Carolina	80.2			
9	Vocational Rehabilitation, Department of	95.8			
4	Williamsburg Technical College	97.2			
41	Wil Lou Gray Opportunity School	84.9			
47	Winthrop University	83.5			
46	Workers' Compensation	83.9			
8	York Technical College	96.1			

* Those highlighted are Federal Contractors

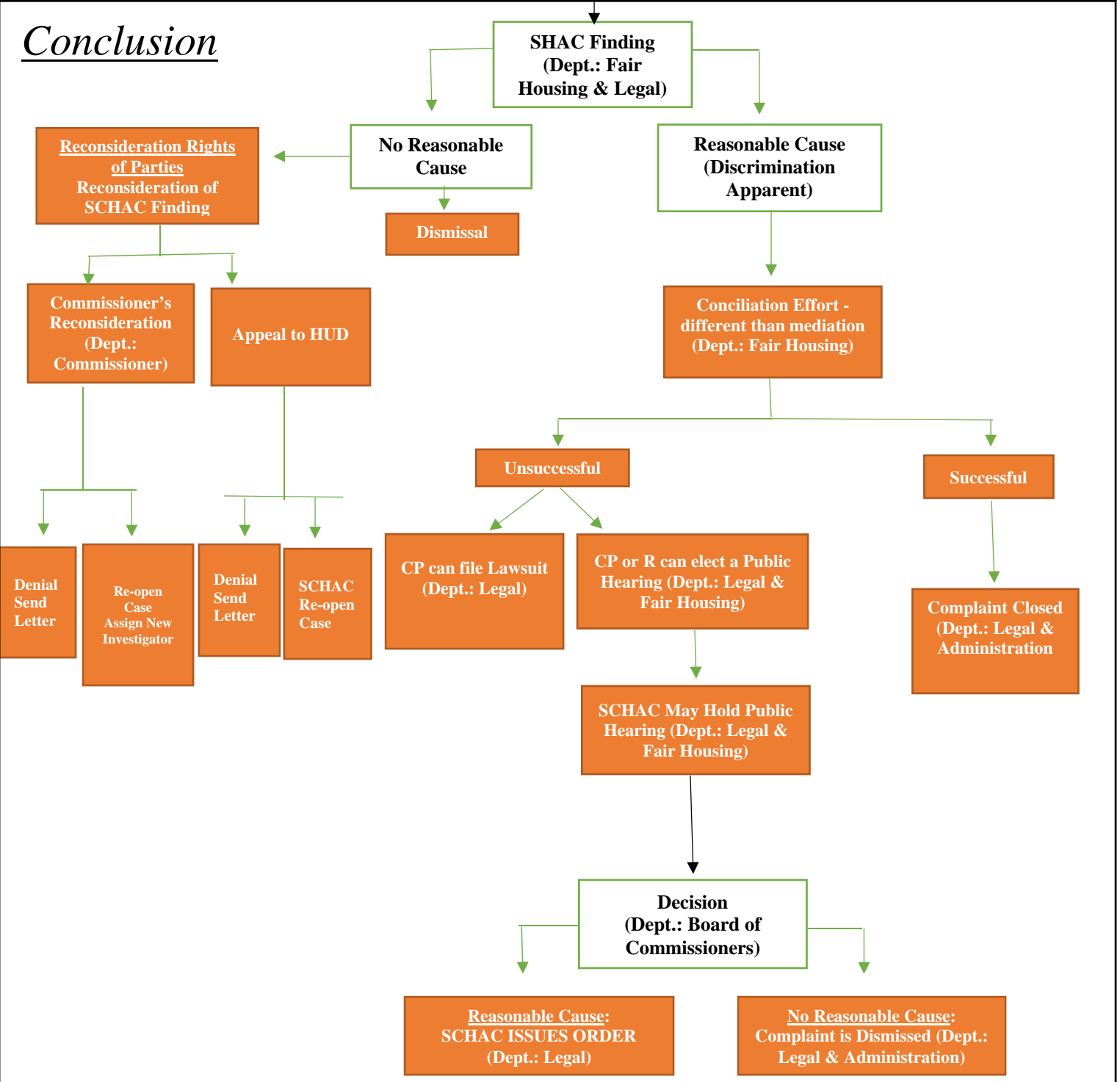
Intake



Investigation



Conclusion



Intake

Individual Calls with Complaint

Refer to Different Agency
(Not Discrimination Claim)

Provided Questionnaires & Forms

Analyze Completed Questionnaires & Forms
(Dept.: Intake)

Interview if Necessary
(Dept.: Intake)

Investigation

Draft & Perfect Charge
(Dept.: Intake & Legal)

Other Required Intake 90 (e)
(Not Discrimination Claim)

Dual File with EEOC
(Dept.: Intake & EEO Enforcement)

Investigator works to conciliate;
failure to conciliate results in dismissal

Waive to EEOC
(Dept.: EEO Enforcement)

Refer for Mediation
(Dept.: EEO Enforcement)

Investigation
(Dept.: EEO Enforcement)

Mediation Successful

Mediation
(Dept.: Mediation)

Not Successful

State Agency Case?

Settlement

Administrative Closure
(Dept.: EEO Enforcement)

Settlement
(Dept.: EEO Enforcement)

Investigation
(Dept.: EEO Enforcement)

Internal Review of Findings
(Dept.: EEO Enforcement & Legal)

State Agency Case?

Review by Supervisory Commission Member
(Dept.: Board of Commissioners)

Conclusion

SCHAC Finding (Dept.: EEO Enforcement & Legal)

No Reasonable Cause

Reasonable Cause
(Discrimination Apparent)
And an Order for Hearing

Reconsideration Rights of Parties
Reconsideration of SCHAC Finding

Dismissal
(Notice of Right to Sue Issued)

Conciliation Effort - different than mediation
(Dept.: EEO Enforcement)

Successful

Commissioner's Reconsideration
(Dept.: Commissioner)

EEOC Substantial Weight Review

Unsuccessful

Non-State Agency Case:
Issuance of Notice of Right to Sue
(Dept.: Legal)

State Agency Case:
SCHAC May Hold Public Hearing
(Dept.: Legal & EEO Enforcement)

Complaint Closed
(Dept.: Legal & Administration)

Reopen case;
Assign New Investigator

Deny - SCHAC Sends Letter

Reopen - Case Returned to SCHAC

Deny - US EEOC Sends Letter

SCHAC May Hold Public Hearing
(Dept.: Legal & EEO Enforcement)

Decision
(Dept.: Board of Commissioners)

Investigation
(See SCHAC Finding Above)

Investigation
(See SCHAC Finding Above)

Reasonable Cause:
SCHAC ISSUES ORDER
(Dept.: Legal)

No Reasonable Cause:
Complaint is Dismissed (Dept.: Legal & Administration)

SC Human Affairs Commission REFERRAL LISTING

We recommend you contact the agency or organization designated below:

- US Department of Labor**
1835 Assembly Street
Columbia, SC 29201
(803) 765-5244 (OFCCP)
(803) 765-5981 (Wage & Hour, FMLA)
(803) 765-5904 (OSHA/Whistleblower)
1-866-487-9243
- SC Department of Labor**
110 Center View Drive
PO Box 11329
Columbia, SC 29211
(803) 896-4470; 896-7756
(803) 896-7825 (OSHA)
www.llr.sc.gov
- US Equal Employment Opportunity Commission**
Greenville Office
301 N. Main Street
Greenville, SC 29601
1-800-669-4000
www.eeoc.gov
- SC Workers' Compensation Commission**
1333 Main Street, Suite 500
PO Box 1715
Columbia, SC 29202
(803) 737-5700
www.wcc.sc.gov
- SC Department of Employment and Workforce**
700 Taylor Street
Columbia, SC 29201
1-866-831-1724 (Unemployment)
803-737-2400
www.dew.sc.gov
- SC Department of Consumer Affairs**
2221 Devine St., Ste 200 (29205)
PO Box 5757
Columbia, SC 29250
(803) 734-4200
1-800-922-1594
www.consumer.sc.gov
- SC Department of Administration-Division of State Human Resources**
State Employee/Employer Relations
8301 Parklane Road, Suite A220
Columbia, SC 29223
(803) 896-5300
www.admin.sc.gov/humanresources
- SC Bar Association Lawyer Referral Service**
950 Taylor Street
PO Box 608
Columbia, SC 29202
1-800-868-2284
www.scbars.org
- SC Judicial Department-Judicial Standards Commission**
1015 Sumter Street
PO Box 50487
Columbia, SC 29250
(803) 734-1965
www.sccourts.org
- US DOL-Employee Benefits Security Administration**
Atlanta Regional Office
61 Forsyth St, SW, Ste 7B54
Atlanta, GA 30303
(404) 302-3900 / (866) 444-3272
www.dol.gov/ebsa
- US DOL-Veterans Employment & Training Service (USERRA)**
Sam Nunn Atlanta Federal
61 Forsyth Street, S.W., Room 6T85
Atlanta, GA 30303
(404) 665-4330
www.dol.gov/vets
- SC Division of Veterans' Affairs**
1205 Pendleton Street, Suite 463
Columbia, SC 29201
(803) 734-0200
www.govoepp.state.sc.us/va/
- US Department of Justice Civil Rights Division**
950 Pennsylvania Avenue, N.W.
Educational Opportunities Section, PHB
Washington, DC 20530
1-877-292-3804
- US Department of Education Office of Civil Rights**
330 C Street, SW, Suite 5000
Washington, DC 29202
1-800-421-3481
www.ed.gov/ocr
- Pro-Parents (Advocates for Parents of Children with Disabilities)**
652 Bush River Rd., Suite 203
Columbia, SC 29210
1-800-759-4776
www.proparents.org
- US Department of Justice Civil Rights Division**
950 Pennsylvania Avenue, N.W.
Disability Rights Section – 1425 NYAV
Washington, DC 20530
1-800-514-0301
- American Civil Liberties Union (ACLU)**
1338 Main Street
Columbia, SC 29201
(803) 799-5151
www.aclusc.org
- SC Protection & Advocacy for People with Disabilities**
3710 Landmark Drive, Suite 208
Columbia, SC 29204
1-866-275-7273
www.pandasc.org
- National Labor Relations Board**
Harris Tower
233 Peachtree Street N.E., Suite 1000
Atlanta, GA 30303
(404) 331-2896
www.nlr.gov
- US Health & Human Services Office for Civil Rights**
Sam Nunn Atlanta Federal Ctr-16T70
61 Forsyth Street, S.W.
Atlanta, GA 30303
1-800-368-1019
www.hhs.gov/ocr/office/
- SC Department of Corrections**
Division of Inmate Services
PO Box 21787
Columbia, SC 29221
(803) 896-8558
www.doc.sc.gov



South
Carolina
Bar

April 26, 2017

Commissioner Raymond Buxton, II
South Carolina Human Affairs Commission
1026 Sumter Street
Columbia, SC 29201

Dear Commissioner Buxton:

I am writing today to express the South Carolina Bar's support of the work of the South Carolina Human Affairs Commission. Attorneys across the state work diligently every day to ensure that businesses and workplaces are free from unlawful discrimination by representing employers and employees, and by offering preventative advice on a variety of issues.

It is in the best interest of our state, its citizens, and businesses to have the South Carolina Human Affairs Commission continue to investigate allegations of discrimination with efficiency and quality in order to provide protections to all parties, whether or not the party is represented by counsel. The Commission can always be counted on to provide efficient case processing times, a fair process, and answer questions about their process. Additionally, SCHAC's free mediation program is a valuable service to Bar members, as well as other parties involved in pending investigations.

The South Carolina Bar is hopeful that the General Assembly understands the valuable role that the South Carolina Human Affairs Commission plays in our State.

Sincerely yours,

William K. Witherspoon
President



January 19, 2016

Mr. Ray Buxton
South Carolina Human Affairs Commission
1026 Sumter Street
Columbia, SC 29201

Dear Ray:

We are writing today to express the South Carolina Chamber of Commerce's support of the work of the South Carolina Human Affairs Commission. Businesses across the state work diligently every day to make sure their businesses and workplaces are free from discrimination. It is in the best interest of our state, its citizens and businesses to have SCHAC and state government handle cases as opposed to the federal government. The Commission can always be counted on to provide fast case processing times, a fair process and prompt/efficient communication allowing for any matters to be dealt with in an efficient manner.

The South Carolina Chamber is the state's largest business association and having the State investigate, hear cases and process complaints is important to our members. We hope that the General Assembly understands the valuable role the South Carolina Human Affairs Commission plays.

Sincerely,

Ted Pitts
President and CEO

Cliff Bourke
Chairman
Diversity Council

Steve Nail
Chairman
Human Resources Committee

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