

RECRUITMENT SUMMARY FOR THOSE INTERVIEWED FOR POSITIONS FILLED
August 01, 2007 Through July 31, 2008
Agency Title: ETV Agency CodeH67

ETV Headquarters (Columbia TV) WRLK				
<u>Position Number</u> <u>Title</u>	<u>Date Posted</u>	<u>Date Hired</u>	<u>Recruitment Sources</u> <u>Source for Hire</u>	<u>Total</u> <u>Interviewed</u>
018808	09/28/2007	12/03/2007	IP (2) SCWS (1) ETVWS (1)	4
Maintenance Eng. Manager 120166	10/26/2007	01/02/2008	IP SCWS (3) ETVWS(1) Other(7) Internal (1)	12
Director of Adult Education 018757	11/19/2007	01/17/2008	Other SCWS (3) ETVWS(1) ESC (1)	5
Administrative Specialist B 004598	12/14/2007	02/18/2008	ETVWS SCWS (1) ETVWS (1)	2
Associate Producer Director 008035	12/17/2007	02/18/2008	ETVWS SCWS (3) Other (1) ESC (1)	5
ETV Kids and PBS Teacherline Marketing Coordinator 082250	1/28/2008	05/02/2008	Other SCWS (2) Other (4)	6
TV Engineering Maintenance Technician II 018824	01/29/2008	06/02/2008	Other SCWS (4) ETVWS (1)	5
K-12 Educational Content Trainer 018929	03/27/2008	05/01/2008	SCWS SCWS (2)	2
TV Engineering Maintenance Technician III 03836	3/27/2008	5/15/2008	SCWS SCWS (2) IP (1)	3
Associate Producer 004865	1/08/2007	8/17/2007	IP IP (1) SCWS(1) Other (1)	3
TV Production Assistant 018605	6/11/2007	9/04/2007	IP Emp (1) SCWS (6) Other (1)	8
Coordinator of Recruitment and Retention 018657	6/26/2007	9/04/2007	SCWS Other (2) IP (1)	3
Transmitter Supervisor 018727	5/21/2007	8/24/2007	IP Other (5)	5
Record Room Technician 018732	6/11/2007	10/2/2007	Other Other (2)	2
Maintenance Engineering Technician 018740	12/11/2006	8/2/2007	Other Other (6) IP (6)	12
Manager of Directing 018744	7/9/2007	9/17/2007	IP Other (13) IP (1)	14
Director of Education Production 018962	6/27/2007	8/16/2007	Other Other (2)	2
Transmitter Supervisor			Other	

ETV Headquarters (Columbia Television)				
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018963	6/27/2007	9/4/2007	IP (2)	2
Field Engineer - Transmitters			IP	
084216-002	5/7/2007	11/2/2007	SCWS (1) Other (4)	5
Senior Producer Director			Other	
085592-002	6/26/2007	10/2/2007	TVWS (1) Other (2)	3
Field Engineer - Transmitters			Other	
120514-002	7/30/2007	11/17/2007	SCWS (2) Other (4)	6
Senior Producer Director			Other	
018607	8/10/2007	11/2/2007	Coll (1) SCWS (1) Other (10)	12
Community Relations Manager			Coll	

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WLTR ETV RADIO				
<u>Position Number</u> <u>Title</u>	<u>Date Posted</u>	<u>Date Hired</u>	<u>Recruitment Sources</u> <u>Source for Hire</u>	<u>Total</u> <u>Interviewed</u>
000001	05/01/2008	06/17/2008	SCWS (3) ESC(1) Other (1)	5
Radio Producer			Other	
000002	05/01/2008	06/17/2008	SCWS (3) ESC(1) Other (1)	5
Radio Producer			SCWS	
004864	7/23/2007	9/13/2007	Other (1)	1
Radio Producer			Other	

Note: Counts of persons interviewed includes the person hired.

Long Term Recruitment Initiatives for the Period August 1, 2007 to July 31, 2008

WRLK and WLTR, the Columbia affiliates of the South Carolina Educational Television and Radio Network (hereafter referred to as ETV) is served by a Human Resources office and recruiting unit located in the central headquarters in Columbia. Managers in the radio and television stations are involved in recruitment/employment activities for their individual stations and where appropriate, general recruitment efforts for the agency as a whole. The agency has undertaken the following initiatives to assure outreach to the community and its diverse constituents:

Internship Programs

- ETV has an ongoing non-paid internship program for students of Universities and Colleges in the state and provides community service opportunities to local high school students. ETV has a paid endowment internship each summer. In all, 27 interns worked at ETV facilities this reporting period.
- From August 1, 2007 Through June 31, 2008 there were seventeen interns working in the Columbia facilities.
- WLTR Radio had two interns during the reporting period.

Agency Training

- ETV managers were offered courses in “Managing Jobs and People”, a course designed to teach them about employment law and discrimination, including legal and appropriate hiring procedures.
- Six managers in Columbia participated in “Managing Jobs and People”.
- Employees in Producer/Director positions received skills update training in HR storytelling, a course designed to prepare them for production y related responsibilities and duties in the growing High Definition television environment.
- Sixteen producer/director personnel in Columbia received this training this year.
- Employees in Producer/Director positions received skills update training through attendance at Film Festivals (3 different festivals) to learn about documentary filmmaking, a key initiative in the Production Manager series of jobs. This is an ongoing initiative of the Content division to develop talent.
- Seventeen production personnel in Columbia received this training this year.

Participation in Events/Job Fairs

- ETV participated in the South Carolina Broadcasters Association annual job fair, the University of South Carolina School of Journalism Career Fair and the Legislative Black Caucus Job Fair this year.

Other activities that further the goal of increasing ETV and job awareness

- ETV personnel attended seven Career days a local area schools during the reporting period.
- ETV Columbia hosted six job shadowing students during the reporting period.

- Over 390 students toured ETV broadcast facilities during the reporting period.
- ETV distributes fulltime job listings to approximately 95 diverse local and national organizations and groups via traditional mail and email in addition to individuals who have requested job postings.
- ETV encourages the utilization of volunteer media students and other interested students in the production of programs. Many assist with the production process while others perform in a role as talent.
- ETV annually reports minority-hiring statistics to the South Carolina State Human Affairs Commission, and as such, has an Affirmative Action Plan and goals for minority recruitment.
- A copy of the agency's Equal Employment/Affirmative Action policy is included on this site.
- ETV, in accordance with FCC and State Human Affairs Commission requirements, maintains reportable data on employment activities.
- Administration of the EEO plan, most recruitment activities and all data reporting is handled from the Columbia headquarters for the entire agency, including television and radio.
- Externally recruited covered positions are posted on the State of SC Agency Website to which ETV's home page is linked. It is a legal requirement of South Carolina State agencies.
- ETV advertises a request for community groups to become members of its job opening distribution list on its television stations. This television spot was run 688 times (Radio spot 365 times) during the period of August 1, 2007 through July 31, 2008.
- ETV routinely (1502 times) displays television interstitials and announces Radio spots (365 times) that define the organization as an equal opportunity employer.

Recruitment

<i>Recruitment Type</i>	<i>Abbreviation</i>
College Recruitment	Coll
Employment Security Comm	ESC
Field Recruitment	Field
High School Recruitment	HS
Internal Posting	IP
Newspaper Advertisement	News
Other	Other
Other State Agency	OSA
Other Web Site	OWS (List of Referral Organizations on Site)
Radio Advertisement	Radio
Recommended by State Employee	Emp
SC Broadcasters Association	SCBA
SC ETV Jobline	Jobli
SC ETV Web Site	ETVWS

State Web Site	SCWS
Tech School Recruitment	Tech
Television Advertisement	TV
Trade Journal Advertisement	Journ
Univ. of South Carolina	USC
Unsolicited Application	Unsol

Job Referral Sources Who Receive Email and/or Mail Job Postings, or Have Jobs Entered on Their Sites from ETV

Aiken Technical College
 One Stop Career Center
 P.O. Drawer 696
 Aiken, SC 29802-0696
 Bus: (803) 593-9231 ext. 1293
 E-mail: placement@atc.edu

Allen University
 Sponsored Programs
 1530 Harden Street
 Columbia, SC 29204
 Bus: (803) 376-5706
 E-mail: mgeter@allenuniversity.edu

Anderson College
 316 Boulevard
 Anderson, SC 29621
 Bus: (864) 231-2075
 E-mail: bhanley@ac.edu

Benedict College
 1600 Harden Street
 Columbia, SC 29204
 Bus: (803) 806-3212
 E-mail: johnsons@benedict.edu

Central Carolina Technical College
 Job Placement Services
 506 Guignard Drive
 Sumter, SC 29150
 Bus: (803) 778-6611
 E-mail: grantm@cctc.edu

Charleston Southern University
 Career Planning & Student Employment
 P.O. Box 118087
 Charleston, SC 29423-8087
 Bus: (843) 863-8020
 E-mail: cpse@csuniv.edu

City of Columbia
 ATTN: Pamela Feest
 P.O. Box 147
 Columbia, SC 29217

Claflin University
Carolyn R. Snell, Director of Career Development
700 College Avenue
Orangeburg, SC 29115
Bus: (803) 535-5338
E-mail: csnell@claflin.edu
Howard Jackson, Coordinator of Special Programs
Bus: (803) 535-5631
E-mail: howard.jackson@claflin.edu

Clinton Junior College
Placement Office
Rock Hill, SC 29730

Coastal Carolina University
Career Services
Prince, Room 122
Conway, SC 29526
Bus: (843) 349-2341
E-mail: mfout@coastal.edu

Coker College
Director of Campus Life
College Avenue
Hartsville, SC 29550
Bus: (843) 383-8035
E-mail: jdriggers@coker.edu
E-mail: dsmall@coker.edu

College of Charleston
Office of Career Services
66 George Street
Charleston, SC 29424
Bus: (843) 953-5674
E-mail: corginj@cofc.edu

College of Charleston
Graduate School
66 George Street
Randolph Hall 310
Charleston, Sc 29424
Bus: (843) 953-5614
E-mail: gradsch@cofc.edu

College of Journalism and Mass Communications
USC
Carolina Coliseum, Room 4000
Columbia, SC 29208
Bus: (803) 777-6791
E-mail: wallace.debi@sc.edu

Columbia College
Career Services
Columbia College Drive
Columbia, SC 29203
Bus: (803) 786-3862

E-mail: careergrad@colacoll.edu

Columbia International University
P.O. Box 3122
Columbia, SC 29230
Bus: (803) 735-8343 ext. 3076
E-mail: sbryant@ciu.edu

Columbia Urban League
P.O. Box 50125
Columbia, SC 29250
Bus: (803) 799-8150
E-mail: seenahodges@yahoo.com

Converse College
580 East Main Street
Spartanburg, SC 29302
Bus: (864) 596-9027
E-mail: careerservices@converse.edu

Denmark Technical College
Career Planning and Placement
500 Solomon Blatt Boulevard
Smith Hall, Room 205
Denmark, SC 29042-0324
Bus: (803) 793-5130
E-mail: fieldsj@den.tec.sc.us

Erskine College
1 Depot Street
Due West, SC 29639
Bus: (864) 379-8793/(864)379-8725
E-mail: jackson@erskine.edu
E-mail: pthomas@erskine.edu

Florence Darlington Technical College
Career Services
2715 W. Lucas Street
Florence, SC 29501
Bus: (843) 661-8020
E-mail: elaine.hodges@fdtc.edu

Francis Marion University
P.O. Box 100547
Florence, SC 29501
Bus: (843) 661-1676
E-mail: jsmith@fmarion.edu

Furman University
3300 Poinsett Hwy.
Greenville, SC 29613
Bus: (864) 294-2106
E-mail: career.services@furman.edu

Greater Columbia Community Relations Council
P.O. Box 1360
Columbia, SC 29202

Bus: (803) 733-1130
E-mail: asummers@gccrc.com

Greenville Technical College
P.O. Box 5616
Greenville, SC 29606
Bus: (864) 250-8318
E-mail: Nancy.Welch@gvltec.edu

Horry-Georgetown Technical College
2050 Hwy. 501 E.
Conway, SC 29526
Bus: (843) 349-7813
E-mail: Catherine.Team@hgtc.edu

Lander University
320 Stanley Avenue
Greenwood, SC 29649
Bus: (864) 388-8243
E-mail: jpierce@lander.edu

Limestone College
Rick Hardin, Dir. of Career Services
1115 College Drive
Gaffney, SC 29340

Morris College
Career Services Center
Box 1072, 100 West College Street
Brawley-Starks Building, Rooms 209-210
Sumter, SC 29150
Bus: (803) 934-3191 or (803) 934-3192
E-mail: jclayton@morris.edu

Ms. Deyree Fields
NAACP Conference of SC
6111 N. Main Street
Columbia, SC 29203

NETA
P.O. Box 50008
Columbia, SC 29250

Newberry College
2100 College Street
Newberry, SC 29108
Bus: (803) 321-5149
E-mail: kfinnegan@newberry.edu

North Greenville College
P.O. Box 1892
Tigerville, SC 29688
Bus: (864) 977-7137
E-mail: lahagin@ngc.edu

Northeastern Technical College
Career Center

P.O. Drawer 1007
Ingram Hall, Building 300
Cheraw, SC 29520
E-mail: lpeterkin@netc.edu

Orangeburg Calhoun Technical College
3250 St. Matthews Road
Orangeburg, SC 29118-8299
Bus: (803) 536-1373
E-mail: Rickenbaker@octech.edu

Piedmont Technical College
P.O. Box 1467
Greenwood, SC 29648
Bus: (864) 941-8377
E-mail: rosenbaum.d@ptc.edu

Presbyterian College
503 South Broad Street
Clinton, SC 29325
Bus: (864) 833-8380
E-mail: aalong@mail.presby.edu

Richland County
2020 Hampton Street, Room 3058
P.O. Box 192
Columbia, SC 29202
Bus: (803) 576-2110
E-mail: hrrfrontdeskrichlandcounty.com

SC Employment Security Commission
ATTN: Judy McColl
P.O. Box 567
700 Taylor Street
Columbia, SC 29202

SC Employment Security Commission
P.O. Box 1250
Spartanburg, SC 29304
Bus: (864) 573-7525
E-mail: sworley@sces.org
P.O. Box 1978
Sumter, SC 29151
Bus: (803) 773-7359
E-mail: drodgers@sces.org

SC Human Affairs Commission
2611 Forest Drive, Suite 200
Columbia, SC 29204
Bus: (803) 737-7809
E-mail: virginia@schac.state.sc.us

SC Legislative Black Caucus
207 Soloman Blatt Building
Columbia, SC 29211
E-mail: director@sclbc.com

SC Vocational Rehabilitation
1410-A Boston Avenue
P.O. Box 15
West Columbia, SC 29169
Bus: (803) 896-6049
E-mail: csmith@scvrd.state.sc.us

Shaw Air Force Base
524 Stuart Avenue
Shaw Air Force Base, SC 29152
Bus: (803) 895-1254
E-mail: vanvechten.deette@shaw.af.mil
E-mail: joyce.carter@shaw.af.mil
E-mail: Cynthia.Briggs@shaw.af.mil
E-mail: Claudia.Bostic@shaw.af.mil

South Asian Journalists Association
E-mail: saja@columbia.edu

South Carolina State University
Career Services
Post Office Box 7068
Orangeburg, SC 29117
Bus: (803) 536-7033
E-mail: hdavis@scsu.edu
E-mail: srahman@scsu.edu

Southern Methodist College
Placement Office
PO Box 1027
Orangeburg, SC 29115

Southern Wesleyan University
Central, SC 29630
Bus: (864) 644-5133
E-mail: swilson@swu.edu

Spartanburg Methodist College
Placement Office
Powell Mill Road
Spartanburg, SC 29302

Spartanburg Technical College
P.O. Box 4386
Spartanburg, SC 29305
Bus: (864) 591-3820
E-mail: gilliaml@stc.edu
E-mail: mckinzie@mckinzie@stcsc.edu

Technical College of the Lowcountry
P.O. Box 1288
Beaufort, SC 29902
Bus: (843) 525-8354
E-mail: nweber@tcl.edu

The Citadel
Career Services Office

171 Moultrie Street
Charleston, SC 29409
Bus: (843) 953-1617

Tri-County Technical College
P.O. Box 587
Highway 76
Pendleton, SC 29670
Bus: (864) 646-1577
E-mail: bwiley@tctc.edu

Trident Technical College
Box 11806
Charleston, SC 29423-8067
Bus: (843) 574-6119
E-mail: stuemploy@tridenttech.org

USC Career Center
6th Floor, Close Building
Columbia, SC 29208
Bus: (803) 777-7994
E-mail: therrell@sc.edu

USC - Aiken
471 University Parkway
Aiken, SC 29801
Bus: (803) 641-3440
E-mail: corey@usca.edu

USC - Salkahatchie
P.O. Box 617
Allendale, SC 29810
Bus: (803) 584-3446 ext. 116
E-mail: pattyw@gwm.sc.edu

USC - Sumter
Miller Road
Sumter, SC 29150
Bus: (803) 938-3716
E-mail: lbarr@uscsumter.edu

USC - Union
P.O. Drawer 727
Union, SC 29379
Bus: (864) 427-3681
E-mail: brendac@gwm.sc.edu

USC Department of Media Arts
Columbia, SC 29208
Bus: (803) 777-6438
E-mail: ben.t@sc.edu

USC – Spartanburg
Dr. Ray Merlock
800 University Way
Spartanburg, SC 29303

USC - Spartanburg
800 University Way
Spartanburg, SC 29302
Bus: (864) 503-5118
E-mail: cmoore@uscs.edu
E-mail: bguzzo@uscs.edu

USC Athletic Department
Terry Dozier
Columbia, SC 29208
E-mail: doziertl@gwm.sc.edu

Voorhees College
Dr. King D. Godwin
Director of Communications
Voorhees Road
Denmark, SC 29042

Williamsburg Technical College
601 MLK Jr. Avenue
Kingstree, SC 29556
Bus: (843) 355-4162
E-mail: lynchn@wiltech.edu

WIS-TV
1111 Bull Street
Columbia, SC 29201
Bus: (803) 799-1010
E-mail: Lhughes@wis-tv.com

WJWJ-TV
P.O. Box 1165
Beaufort, SC 29901
Bus: (843) 524-0808

WNSC-TV
P.O. Box 11766
Rock Hill, SC 29731
Bus: (803) 324-3184

Wofford College
429 North Church Street
Spartanburg, SC 29303-3663
Bus: (864) 597-4260
E-mail: vippermanks@wofford.edu

WRET-TV
P.O. Box 4069
Spartanburg, SC 29305-4069
Bus: (864) 503-9371

WRJA-TV
18 N. Harvin Street
Sumter, SC 29150
Bus: (803) 773-5546

York Technical College

452 South Anderson
Road Rock Hill, Sc 29730
Bus: (803) 327-8052
E-mail: bdarby@yorktech.edu

Liberty One Stop
317 Summit Drive
Liberty, SC 29657
Bus: (864) 843-9516
E-mail: rharper@sces.org

Hunter, Laura
Francis Marion University
Florence, SC 29501
Bus: (803) 934-372-6801
E-mail: Huntersells@yahoo.com

State of South Carolina Job Web Site, which lists jobs from all state agencies.
www.state.sc.us/jobs

National Association of Black Journalists

National Association of Hispanic Journalists
E-mail: iroman@nahj.org

Army Community Service
Bus: (803) 751-5452
E-mail: Barbara.Martin@jackson.army.mil

SC Broadcasters Association
One Harbison Way Suite 112
Columbia, SC 29210
Bus: (803) 732-1186
E-mail: scba@scba.net

CPB (Corporation for Public Broadcasting)
CPB.org

NPR (National Public Radio)
NPR.org

PBS (Public Broadcasting System)
PBS.org

NAB (National Association of Broadcasters)
NAB.org

Operation Transition (Department of Defense)
Dmdc.osd.mil

NETA (National Educational Telecommunications Association)

RTNDA (Radio Television News Director's Association)

AMFM jobs
AMFMjobs.com

Midlands Technical College
www.mid.tec.sc.us

Trident Technical College
www.tridenttech.edu

WTOL
Sandy Jacobs
E-mail: sjacobs@wtol.com

WWAY TV
Kimberly Franklin
E-mail: kimf@wwaytv3.com

WLOX
Wilma Peters
E-mail: wpeters@wlox.com

SCES
Charleston
Bus: (843) 792-3875
E-mail: jthomas@sces.org

National Association of Black Colleges
P.O. Box 3191
Atlanta, GA 30302
Bus: (404) 532-6136
E-mail: lojelks@aol.com

KPLC TV
Veronica Bilbo
E-mail: vbilbo@kplctv.com

WALB
Tamra Zeigler
E-mail: tarmac.zeigler@walb.com

Individuals Requesting Job Openings (Three private individuals)