EEO Public Inspection File Report
South Carolina Educational Television Commission
1041 George Rogers Blvd., Columbia, SC 29201
Stations WRLK and WLTR (FM)
## RECRUITMENT SUMMARY FOR THOSE INTERVIEWED FOR POSITIONS FILLED
### AUGUST 1, 2022, THROUGH JULY 31, 2023
**AGENCY TITLE: SCETV**  **AGENCY CODE: H67**

<table>
<thead>
<tr>
<th>Title</th>
<th>Date Posted</th>
<th>Date Hired</th>
<th>Interviewees Recruitment Source</th>
<th>Total Interviewed</th>
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<tr>
<td>ENDPOINT TECHNICIAN I</td>
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Note: Counts of applicants interviewed includes the candidate hired. Also, see Recruitment Key below.
Recruitment

Recruitment Key
College Recruitment --Coll
SC Department of Employment and Workforce --DEW
Field Recruitment --Field
High School Recruitment --HS
Internal Posting --IP
Newspaper Advertisement News--NAN
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 Web Site --ETVWS
State Web Site --SCWS
SC ETV Endowment-End
Tech School Recruitment --Tech
Television Advertisement --TV
Trade Journal Advertisement --Journ
Univ. of South Carolina --USC
Unsolicited Application --Unsol

Long-Term Recruitment Initiatives for the Period August 1, 2022, to July 31, 2023

Please note that this report includes descriptions of the long-term initiatives completed for the period ending July 31, 2023, to demonstrate compliance with the requirements of the FCC’s rules. Educational Television Network/ Educational Radio Network (hereafter referred to as SCETV/ERN) is served by a Human Resources office and recruiting unit located in the central headquarters in Columbia, South Carolina. Managers in the regional radio and television stations, all of which have
less than five employees, are involved in recruitment/employment activities for their individual stations and, where appropriate, general recruitment efforts for the agency. The agency has undertaken the following initiatives to ensure outreach to the community and its diverse constituents:

**Internship/Federal Work Study Programs**

- ETV has an ongoing non-paid internship program, managed by English Britton, Human Resources Manager, for students at a diverse group of universities and colleges in the state and provides community service opportunities to local high school students.

- ETV annually hosts and mentors paid ETV Endowment of South Carolina interns. Seven (7) interns were hosted during the reporting period and were mentored in their roles by ETV employees Sean Birch in SC Public Radio, Ty Moody in Digital, Craig Ness with the program “Making it Grow” at our Sumter, SC station, Amanda Hamilton in Fundraising, and Whitney Code and Raven Favor in Communications.

- Chief Human Resources Officer Thom Mayer approved an agreement with the Columbia South Carolina Urban League (CUL) to partner with the agency in the employment of secondary school students in the CUL’s Science Technology Enrichment Program which offered student the opportunity to work with and shadow SCETV employees engaged in career fields of interest to the students. The agency participated with two two-week cohorts from July 10-21 and one beginning July 24 and scheduled through August 4, 2023. SCETV employees who volunteered as Jobsite Supervisors for the students included Raven Favors (Communications), Grant Kauffman (Content), Ricky Taylor (Content), Thom Mayer (Human Resources), David Beverly (Information Technology), Brian Jamison (Engineering), and Daniel Hendrix (Information Technology).
Agency Training to Management Level Personnel on Methods of Ensuring EEO and Preventing Discrimination

- Harassment and Bias Prevention Training was provided online via the Corporation for Public Broadcasting’s EVERFI platform. Agency personnel have until September 30, 2022, to complete the required training. As of the date of this report, ninety percent (90%) of employees have completed the training.

- Two agency officers (Landon Masters, Chief Communications Officer, and Tyler Brock, Assistant Director of Engineering) successfully completed the Public Media Diversity Leadership Initiative at Furman University during the reporting period and Dr. Salandra Bowman (Chief Learning Officer) completed the Diversity Leaders Initiative at the Riley Institute at Furman University and is a designated Riley Fellow. Both programs focus on the development and implementation of Diversity, Equity, and Inclusion (DEI) initiatives in organizations.

- All supervisor/manager level personnel are required, by agency policy, to be rated on “Promoting EEO” as part of their annual performance evaluation.

- Following extensive discussions between the President of SCETV and consultants with Brevity and Wit, beginning in the fall of 2022, the SCETV Executive Leadership team began a series of meetings with Brevity and Wit focused on combining human-centered design with the psychology of behavior change and the principles of diversity, equity, and inclusion. Sessions were held on June 1, June 9, June 19, and June 26 and are scheduled to continue. Additionally, all staff (excluding members of Executive Leadership) were invited to participate in two different 90-minute listening sessions with the consultant group on June 5 and June 14.

- On July 26-27, 2023, the agency held All Staff Training and Professional Development which included topics focused on diversity, equity, and inclusion in the workplace and a presentation by Fred A. Williams, Esq., with Gignilliat, Savitz & Bettis, LLP, on the topic of Creating and Preserving a Harassment-Free Environment.
Participation in Events/Job Fairs

- SCETV participated in seven (7) job fair events during the reporting period.
- Historical Black College and Universities (HBCUs) Career Fair hosted by the National Association of College Deans, Registrars and Admissions Officers aimed at helping juniors and seniors in high school and college discover careers with various companies and degrees required.
- Morris College Annual Career Job and Graduate School Fair on March 29, 2023. The primary objective of the career fair is to expose students to the many advantages of graduate, professional colleges/universities, and employment opportunities.
- University of South Carolina (USC) College of Information and Communication (CIC) Communications Major Career Fair held on February 23, 2023, focused on bringing awareness to careers in Advertising, Public Relations, Mass Communications, and Visual Communications fields.
- South Carolina Broadcasters Association (SCBA) Collegiate Job Fair, April 12, 2023. This Job Fair assists public broadcasting stations with outreach efforts and provides them with the unique opportunity to meet and interview students enrolled in broadcast-related programs at South Carolina colleges and universities. The Job Fair typically attracts 100-200 students, many of whom were scheduled to graduate in 2023.
- South Carolina Department of Juvenile Justice (SCDJJ) Career Fair focused on providing incarcerated youth with educational services related to various career fields and other services.
- South Carolina Department of Administration Statewide Virtual Career Fair, March 1, 2023, and the Statewide Career Fair held at the Columbia Metropolitan Convention Center for state agencies held on May 15, 2023.
Events with Educational Institutions Relating to Broadcasting Career Opportunities

• During the 2022-2023 fiscal/academic year, SCETV re-opened for on-site visits free of charge to schools and educational organizations. On-site visits consist of a station tour, an audio or video recording souvenir activity, and customized media arts activities that align with SC College and Career Ready Standards. A total of sixteen schools/organizations and 545 students were engaged.

• SCETV Education Division employees, led by Dr. Salandra Bowman, Chief Learning Officer, participated in eight (8) career day events throughout the state.

• SCETV Education Division staff conducted a total of seven (7) student engagement workshops and focused on literacy, STEM, and social and emotional learning with over 1,350 students.

• On April 14, 2023, SCETV staff hosted “Discovery Day” at the Columbia station. One hundred thirty-six (136) participants between the ages of 5-18 had the opportunity to learn about careers in the media industry while touring our production facility and exploring a variety of our departments. Participants auditioned in front of professional actors at an actual casting call.

• SCETV supported stops from several members of the documentary series, *Roadtrip Nation*. *Roadtrip Nation* follows young people as they explore career paths based on their interests. Former *Roadtrip Nation* participants spoke to schools and explained their life journey while engaging the students in thinking about what career they might choose.
Community Events and Workshops

Read for No Reason Book Drive
Read for No Reason is a fundamental literacy campaign whose purpose is to find creative ways to help children foster a love of reading outside the classroom. In April 2023, SCETV participated in a book drive at Lemira Elementary, a Title I school, in Sumter, South Carolina by providing free books to 394 students.

Educational Resources Distribution and Engagement Events
Throughout the 2022-23 fiscal/academic year, SCETV has provided educational resources to a variety of schools, organizations, and libraries to promote teaching and learning at community events. The purpose of these events is to enhance early learning, literacy, STEM, and cultural education for their respective communities. These events and organizations include the Boys and Girls Club, Countdown to Kindergarten, Robert E. Cashion Elementary Literacy Night, South Conway Elementary STEM Night, Black Excellence Tour at Westwood High School, Week of the Young Child at Edventure, Gilbert-Summit Library Summer Reading Kickoff and Edventure Membership Event.

College and Career Decision Day
The SCETV staff participated in the second annual South Carolina College and Career Decision Day rally on May 2, 2023. This event organized by the South Carolina Commission on Higher Education is an “opportunity for the state to recognize and applaud students who are committing to college or university enrollment, beginning a vocational or training program, joining the military, or entering the workforce.” Approximately 1,700 high school seniors from forty high schools from South Carolina met at the South Carolina State House. SCETV hosted a booth and distributed free resources to support high school seniors.
**Jubilee: Festival of Black History and Culture**

The SCETV staff participated in Historic Columbia’s Jubilee on September 17th. This festival highlighted musicians, artisans, dancers, and storytellers together to celebrate South Carolina’s Black history and culture. SCETV hosted a booth to provide culturally relevant educational resources to attendees.

**Columbia International Festival**

The SCETV team participated in the Columbia International Festival April 1-2, 2023. This festival highlights the music, culture, food, and performing arts of the various cultures, nationalities, races, and language groups represented in South Carolina. SCETV hosted a booth and distributed free resources to support bilingual and ESL learners.

**Other activities that further the goal of increasing ETV Job Awareness**

- ETV distributes job listings to approximately fifty-two diverse local and national organizations/websites via traditional mail and email.
- SCETV provided tours to various groups which included students from area schools, state and county agencies, churches, and community groups.
- SCETV annually reports minority-hiring statistics to the South Carolina State Human Affairs Commission and, as such, has an Affirmative Action Plan for minority recruitment.
- SCETV, in accordance with FCC and State Human Affairs Commission requirements, maintains reportable data on employment activities.
- All SCETV job opening notices are posted on the State of South Carolina Job Opportunities website (www.governmentjobs.com/careers/sc) to which SCETV’s home page is linked.
- SCETV advertised a request for community groups to become members of its job opening distribution list and identified the agency as an Equal Opportunity Employer on its television stations during the period of August 1, 2022, through July 31, 2023. SCETV also runs radio spots daily which define the organization as an equal opportunity employer and request community groups to become members of its job opening distribution list.
*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

Anderson University
316 Boulevard
Anderson, SC 29621
Bus: (864) 231-2075
Handshake: careerdevelopment@anderson.edu

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

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

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

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

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

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

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

Columbia College
Nigel Smith
Director of Career Services
nsmith@columbiasc.edu
(803) 786-3604

Columbia Urban League
P.O. Box 50125
Columbia, SC 29250
Bus: (803) 799-8150
E-mail: cmcdonald@columbiaurbanleague.org

Converse College
580 East Main Street
Spartanburg, SC 29302
Bus: (864) 596-9027
E-mail: careerservices@converse.edu
CPB Corporation for Public Broadcasting
401 9th Street, NW
Washington, DC
20004-2129
Bus: (202) 879-9600
www.cpb.org/jobline

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

Newberry College
2100 College Street
Newberry, SC 29108
Bus: (803) 321-5149
E-mail: Mariah.gaughan@newberry.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
Handshake: career.services@furman.edu

Greater Columbia Community Relations Council
P.O. Box 1360
Columbia, SC 29202
Bus: (803) 733-1130
E-mail: crcsupport1@comrelations.org

Greater Public Organization
aleitch@greaterpublic.org

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

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

Lander University
320 Stanley Avenue
Greenwood, SC 29649 Bus: (864) 388-8243
E-mail: asmorgan@lander.edu
Midlands Technical College
PO Box 2408
Columbia, SC 29202
E-mail: walkerd@midlandstech.edu

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

National Educational Television Association (NETA)
P.O. Box 500008
Columbia, SC 29250
Bus: (803) 799-5517
E-mail: ifisher@netaonline.org

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

National Association of Hispanic Journalists
E-mail: kolivas@nahj.org
North Greenville University
2100 College Street
Tigerville, SC 29688
Bus: (864) 977-7137
E-mail: shur.gopal@ngu.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: wrc@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

Public Media Business Association
E-mail: swood@pmbaonline.org
SC Dept of Employment & Workforce
P.O. Box 567
700 Taylor Street Columbia, SC 29202
jguyton@dew.sc.gov

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

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

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

South Asian Journalists Association
E-mail: saja@columbia.edu
South Carolina ETV (website and internal postings)
1041 George Rogers Boulevard
Columbia, SC 29201-4761 Bus: (803) 737-3200 www.scetv.org

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

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

Spartanburg Community College
P.O. Box 4386 Spartanburg, SC 29305 Bus: (864) 592-4800

State of South Carolina Job Web Site (Job listing from all SC state agencies)
www.state.sc.us/jobs

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

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

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

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

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: cimino@yorktech.edu

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

Wofford College
429 North Church Street
Spartanburg, SC 29303-3663 E-mail:
parkerrm@wofford.edu

WALB
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****This list was reviewed in spring 2023 to review individuals and groups who had requested receipt of postings and their continued interest and contact methodology.