

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, 2021  
THROUGH JULY 31, 2022 AGENCY TITLE: SCETV AGENCY CODE: H67**

<b>Title</b>	<b>Date Posted</b>	<b>Date Hired</b>	<b>Recruitment Source for Interviewees* Source for Hire</b>	<b>Total Interviewed</b>
PROGRAM COORDINATOR I	6/11/2021	8/17/2021	DEW (1); ETVWS (2); SCSWS (1); [Hire = ETVWS]	4
DEPUTY DIRECTOR	9/1/2021	9/22/2021	SCSWS (2); [Hire = SCSWS]	1
HUMAN RESOURCES DIRECTOR I	7/6/2021	8/25/2021	SCSWS (4); [Hire = SCSWS]	4
FTS MANAGER I	6/17/2021	9/17/2021	Other (1); [Hire = 1]	1
HUMAN RESOURCES COORDINATOR	10/8/2021	12/17/2021	ETVWS (2); SCSWS (1); [Hire = ETVWS]	3
HUMAN RESOURCES MANAGER I	11/19/2021	12/17/2021	Other (1); [Hire = Other]	1
COMMUNICATIONS TECHNICIAN	8/19/2021	12/17/2021	Other (4); IP (1); [Hire = Other]	5
ADMINISTRATIVE MANAGER I	11/12/2021	2/17/2022	Other (6); [Hire = Other]	6
HUMAN RESOURCES COORDINATOR	2/11/2022	3/17/2022	SCSWS (7); [Hire = SCSWS]	7
PROGRAM MANAGER II	12/29/2021	3/17/2022	Other (1); [Hire = 1]	1
ENDPOINT TECHNICIAN I	11/4/2021	4/2/2022	Other (4); ETVWS (1); IP (1); [Hire = Other]	6
PROGRAM MANAGER II	11/4/2021	12/17/2021	SCSWS (10); [Hire = SCSWS]	10
PUBLIC INFORMATION DIRECTOR II	1/10/2022	4/4/2022	SCSWS (66); Other (1); [Other = 1]	4
COMMUNICATIONS TECHNICIAN	2/25/2022	5/2/2022	SCSWS (3); [Hire = SCSWS ]	3
COMMUNICATIONS TECHNICIAN	2/25/2022	5/2/2022	SCSWS (2); ETVWS (1); [Hire = ETVWS]	3
PRODUCTION MANAGER III	11/03/21	5/23/2022	DEW (1); SCSWS (2); [Hire = SCSWS]	3
PRODUCTION MANAGER II	12/11/21	6/2/2022	DEW (1); ETVWS (2); [Hire = Other]	3
ACCOUNTANT/FISCAL ANALYST	5/12/2022	6/2/2022	Other (2); ETVWS (1); [Hire = ETVWS]	3
HUMAN RESOURCES ASSISTANT	6/20/2022	7/26/2022	SCSWS (93); [Hire = SCWS]	11
PROGRAM COORDINATOR I	4/18/2022	6/17/2022	Other (2); ETVWS (1); OWS (1); [Hire = Other]	4

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 --SCSWS  
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, 2021, to July 31, 2022**

Please note that this report includes descriptions of the long-term initiatives completed for the period ending July 31, 2022, to demonstrate compliance with the requirements of the FCC's rules.

Educational Television Network/ Educational Radio Network (hereafter referred to as ETV/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 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, Ricky Taylor with Palmetto Scene, Don Godish In National Productions, and Raven Favor in Communications.
- ETV President Anthony Padgett approved an agreement with the University of South Carolina to engage college students under their Federal Work-Study Program to assist the stations Chief Public Information Officer, Landon Masters and Chief Learning Officer, Salandra Bowman in the areas of Marketing and Communications and Education respectively.

## **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, nearly eighty-percent (80%) of employees have completed the training.
- Two agency officers (Thom Mayer, Chief Human Resources Officer and Mark Jahnke, Vice President of Engineering and Technology) successfully completed the Public Media Diversity Leadership Initiative at Furman University during the reporting period.
- All supervisor/manager level personnel are required, by agency policy, to be rated on “Promoting EEO” as part of their annual performance evaluation.
- On January 10, 2022, SCETV President Padgett and his Executive Council participated in a virtual training. Topic of discussion: Leading with Inclusive Excellence.
- On January 24, 2022, virtual training sessions, coordinated by Chief Human Resources Officer, Thom Mayer, were held for all employees on the topic: Leading with Inclusive Excellence.
- On July 27-28, 2022, the agency held All Staff Training and Professional Development which included topics focused on diversity, equity, and inclusion in a keynote address entitled

“Trends that Every Public Media Professional Should Know” presented by Kathy Merritt with the Corporation for Public Broadcasting and a breakout session entitled “Valuing Diversity in the Workplace” presented by Buffy Smith of Midlands Technical College in Columbia, SC.

### **Participation in Events/Job Fairs**

- ETV participated in two job fairs. The Veterans Virtual Career Fair held on November 9, 2021, and hosted by South Carolina State Government Division of Human Resources and the 20<sup>th</sup> Annual South Carolina Broadcasters Association Job Fair on April 13, 2022.

### **Events with Educational Institutions Relating to Broadcasting Career Opportunities**

- ETV routinely provides shadowing opportunities for interested grade school students. The agency’s tour activities were suspended to adhere to the state’s COVID-19 response policies and to ensure the health and safety of all SCETV employees and potential visitors.
- During the 2021-2022 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 9 schools/organizations and 134 students were engaged.
- SCETV Education employees, led by Salandra Bowman, Chief Learning Officer, participated in five (5) career day events throughout the state.
- SCETV staff conducted a total of eleven (11) student engagement workshops focused on literacy, STEM, and social and emotional learning with over 310 students.
- All career education resources are being completed collaboratively in partnership with the SC Department of Education, the SC Commission on Higher Education, and SC Commerce. Additional information about the agency’s workforce development plan efforts is available at <https://www.sctv.org/education/services-agency-partners/workforce-development>.

## **Community Events and Workshops**

### **Celebration of Fathers Event – June 2022**

SCETV participated in a community event celebrating fathers. The purpose of the event was to support parental engagement in education and promote the importance of literacy. At the event, books, literacy materials, educational resources, and giveaway items were distributed. A total of 200 men attended the event. Other partners and vendors represented, physical and mental health organizations, financial empowerment organizations, faith-based organizations, and family wellness organizations.

### **Summer of Possibilities Countdown to Kindergarten**

The Summer of Possibilities initiative supports accelerated learning during the summer months. During the summer of 2022, SCETV partnered with the SC Department of Education's Summer Break Café and summer camps to reduce summer learning loss and promote the joy of learning. Activities included in Summer of Possibilities engagement include STEAM experiments, design thinking activities, health and nutrition activities, and social and emotional learning activities. A total of 270 students were engaged from May – July 2022. Site locations reflected the geographic diversity of the state.

### **Great American Recipe: Q&A with Chef Elle Simone**

In promotion of the upcoming season of the Great American Recipe, SCETV collaborated with Heyward Career and Technical Center to host a Q&A session between culinary and production students and program executive, Elle Simone. Participants had the opportunity to ask questions about culinary trends and training programs, food media, and food and culture.

### **Columbia International Festival**

The SCETV team participated in the Columbia International Festival May 25-26, 2022. This festival showcases the music, culture, food, and performing arts of the various cultures, nationalities, races, and language groups represented in South Carolina. There were nearly 14,000 people in attendance. 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 52 diverse local and national organizations/websites via traditional mail and email.
- SCETV provided tours to various groups which includes students from area schools, state and county agencies, churches, and community groups.
- 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.
- ETV, in accordance with FCC and State Human Affairs Commission requirements, maintains reportable data on employment activities.
- All ETV job opening notices are posted on the State of South Carolina Job Opportunities website ([www.governmentjobs.com/careers/sc](http://www.governmentjobs.com/careers/sc)) to which ETV's home page is linked.
- ETV 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, 2021, through July 31, 2022. ETV 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](mailto:placement@atc.edu)

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

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

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

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

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

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

Columbia College  
Nigel Smith  
Director of Career Services  
[nsmith@columbiasc.edu](mailto: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](mailto:cmcdonald@columbiaurbanleague.org)

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

CPB Corporation for Public Broadcasting  
401 9th Street, NW  
Washington, DC  
20004-2129  
Bus: (202) 879-9600  
[www.cpb.org/jobline](http://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](mailto:payne@erskine.edu)

Newberry College  
2100 College Street  
Newberry, SC 29108  
Bus: (803) 321-5149  
E-mail: [Mariah.gaughan@newberry.edu](mailto:Mariah.gaughan@newberry.edu)

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

Furman University 3300  
Poinsett Hwy.  
Greenville, SC 29613  
Bus: (864) 294-2106  
[Handshake: career.services@furman.edu](mailto: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](mailto:crcsupport1@comrelations.org)

Greater Public Organization  
[aleitch@greaterpublic.org](mailto:aleitch@greaterpublic.org)

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

KPLC TV  
Veronica Bilbo  
[E-mail: vbilbo@kplctv.com](mailto:vbilbo@kplctv.com)

Lander University

320 Stanley Avenue  
Greenwood, SC 29649 Bus:  
(864) 388-8243  
[E-mail: asmorgan@lander.edu](mailto:asmorgan@lander.edu)

Midlands Technical College  
PO Box 2408  
Columbia, SC 29202  
E-mail: [walkerd@midlandstech.edu](mailto: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: iclayton@morris.edu](mailto:iclayton@morris.edu)

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

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

National Association of Hispanic Journalists  
[E-mail: kolivas@nahj.org](mailto:kolivas@nahj.org)

North Greenville University  
2100 College Street  
Tigerville, SC29688  
Bus: (864) 977-7137  
E-mail: [shur.gopal@ngu.edu](mailto: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](mailto:lpeterkin@netc.edu)

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

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

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

Public Media Business  
Association E-mail:  
[swood@pmbaonline.org](mailto:swood@pmbaonline.org)

SC Dept of Employment & Workforce  
P.O. Box 567  
700 Taylor Street Columbia, SC 29202  
[jguyton@dew.sc.gov](mailto:jguyton@dew.sc.gov)

SC Broadcasters Association  
One Harbison Way Suite 112  
Columbia, SC 29210  
Bus: (803) 732-1186  
E-mail: [scba@scba.net](mailto: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](mailto:lgdean@schac.sc.us)

SC Legislative Black Caucus

207 Soloman Blatt Building Columbia, SC 29211

[E-mail: director@sclbc.com](mailto:director@sclbc.com)

South Asian Journalists Association

[E-mail: saja@columbia.edu](mailto: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](http://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](mailto:careercenter@scsu.edu)

Southern Wesleyan University

Central, SC 29630

Bus: (864) 644-5133

[E-mail: epate@swu.edu](mailto: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](http://www.state.sc.us/jobs)

WLOX

Wilma Peters

E-mail: [wpeters@wlox.com](mailto: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](mailto:bwiley@tctc.edu)

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

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

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

Wofford College  
429 North Church Street  
Spartanburg, SC 29303-3663 E-mail:  
[parkerm@wofford.edu](mailto:parkerm@wofford.edu)

WALB  
Don Norman  
E-mail: [don.norman@walb.com](mailto:don.norman@walb.com)

\*\*\*\*This list was reviewed in spring 2022 to review individuals and groups who had requested receipt of postings and their continued interest and contact methodology.